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ABSTRACT

This report presents data on budgets, levies, enrollments, costs per pupil, and teacher salaries in Montana's smallest (Class "C") school districts for fiscal year 1999-2000. Survey responses were received from 78 of the 94 public schools and 2 of the 5 nonpublic schools in the Class C category. The range of Class C enrollments was 46-418 in elementary schools (average 106), 24-138 in high schools (average 62), and 46-368 in K-12 schools (average 137). Cost per pupil to the general fund budget without special education averaged $4,479 in elementary schools, $6,576 in high schools, and $6,378 in K-12 districts. The pupil/teacher ratio averaged 12.1 in elementary schools, 8.3 in high schools, and 9.1 in K-12 districts. Teacher salaries averaged $26,661. Data tables provide the following information for each responding school: (1) enrollment; (2) taxable valuation (total and per pupil); (3) general fund budget without special education (total and per pupil); (4) general fund reserve as percentage of general fund; (5) guaranteed tax base per mill; (6) over base budget and levy mills required; (7) special education budget and FTE personnel; (8) transportation budget and cost per pupil; (9) teacher salaries as percentage of total general fund; (10) teacher/enrollment ratio; (11) teacher salaries (base, average, and highest); and (13) wages and salaries for instructional aides, noncertified staff, and extra duty. Appendix includes individual school data on staff wages and extra duty payments. (Contains survey questionnaire.) (SV)

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ED 445 878

THE CLASS "C" SURVEY

1999-00

Comparisons of Budgets, Levies and Enrollments of Class "C" Montana School Districts

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INTRODUCTION

This edition of the *Class C Survey Report* marks the nineteenth year of Class C school research by the Montana Rural Education Center. The data is based upon survey responses from 78 of the 94 public schools and two of the five nonpublic schools in the Class C category. This report reflects data from 81% of all Class C schools in Montana. The purpose of this survey is to provide Montana Class C school districts with information about how each compared to other schools of the same size category with regard to budgets, levies, and enrollment.

This is the ninth year that the Class C survey will be submitted to the ERIC Clearinghouse on Rural Education and Small Schools. Since the Center receives requests for copies of the survey form out-of-state researchers, the classification and size of school districts in the survey is important. The survey uses the Montana High School Association classification, which groups high schools according to enrollment for competitive activities. Class C indicates an enrollment of 130 high school students or less and is used to denote the smallest school districts in the state.

The largest Class C school responding this year is Rocky Boy with 418 average number belonging (ANB) in K-12; the smallest high school responding is Willow Creek with 24 ANB.

Based on the dozens of requests we get for this report, we are committed to continuing this annual project. The Center thanks those of you who filled out this year's survey, and extends a special thanks to those who complete the survey year after year. The survey is compiled and published as a service to the small schools of Montana by the Western Montana College Rural Education Center of The University of Montana. Many of you take the time to send comments and suggestions for revising the survey. Those comments are appreciated and incorporated, whenever possible. We also extend a special thanks to Teresa Reuter who compiled the data for this report.

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RC 022665

SCHOOL _____

1999-00 SURVEY FOR CLASS "C" SCHOOLS WITH A HIGH SCHOOL

Results compiled by Montana Rural Education Center of
Western Montana College of The University of Montana

	Elementary District	High School Distnct
1. Budget Amount in Teachers' Salaries (Fall Report)	_____	_____
2. Number of F.T.E. Teaching Staff non-Special Education Staff (Fall Report)	_____	_____
3. Number of Special Education F.T.E. Teaching Staff (Fall Report)	_____	_____

The Following information can be obtained from OPI Budget Reports FP-1:

4. A.N.B. 1999-00 (Page 3, Part I)	_____	_____
5. Taxable Valuation (Page 1, Top of Page, Right Corner)	_____	_____
6. General Fund Budget (Page 3, Part II, Line R)	_____	_____
7. General Fund Reserve – **Total** (Page 3, Part III, Line A through D)	_____	_____
8. Total Transportation Budget (Page 6, Line 0001)	_____	_____
9. Special Education Allowable Costs (Page 3, Part I, Line C) *OR* Related Services Payment to Co-op (Page 3, Part 1, Line D)	_____	_____
10. Guaranteed Tax Base for District per mill (Page 3, Part I, ...)	_____ (Line E)	_____ (Line F)
11. Over Base Budget in Dollars (Page 4, Part V, Line A, No. 2)	_____	_____
12. Over Base Levy Mills Required (Page 4, Part V, Line P)	_____	_____

TEACHER SALARY SCHEDULE:

Base Salary _____

Average Teacher's Salary _____

Highest Salary on Negotiated Contract _____

Highest Salary Actually Paid _____

OVER - Please complete the reverse side of this survey

School _____

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Chapter I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	_____	Years in position _____
Secretary (per hr)	_____	_____	Years in position _____
Maintenance Person (per hr)	_____	_____	Years in position _____
Custodian (per hr)	_____	_____	Years in position _____
Assistant Custodian (per hr)	_____	_____	
Head Cook (per hr)	_____	_____	Years in position _____
Assistant Cooks (per hr)	_____	_____	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	_____	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor	_____	Extra duty ___ *or* Duties done during contracted day ___
School Plays	_____	
Debate & Speech	_____	
Cheerleader Advisor	_____	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? ___ *or* Per event? ___
Senior Class Advisor	_____	
Junior Class Advisor	_____	
Band Director	_____	
Choir Director	_____	
Drill Team	_____	
FFA	_____	
FHA	_____	
VICA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	_____	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	_____	Years in position _____
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	_____	Years in position _____
Girls' Basketball, Asst. Coach	_____	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	_____	Years in position _____
Boys' Basketball, Asst. Coach	_____	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	_____	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	_____	Years in position _____
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

* If a percentage of base salary, please indicate that percentage _____ %.

THE CLASS C SURVEY 1999-00

COMPARISONS OF BUDGETS, LEVIES AND ENROLLMENTS

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Schools Participating in the 1998-99 Class C Survey

Alberton*	Grass Range	Power
Arlee	Harlowton	Rapelje
Augusta	Harrison*	Richey
Bainville*	Heart Butte	Roberts*
Belfry*	Highwood	Rocky Boy
Belt	Hinsdale	Rosebud
Big Sandy	Hobson*	Roy*
Blue Sky*	Hot Springs	Ryegate*
Brady*	Hysham*	Saco
Bridger*	Joliet	Savage
Broadview	Joplin-Inverness*	Scobey*
Charlo	Kremlin-Gildford	Shields Valley
Chester	Lavina*	St. Regis*
Circle	Lima*	Stanford*
Culbertson	Lincoln*	Twin Bridges*
Custer*	Manhattan Christian	Valier
Denton	Medicine Lake*	Victor*
Dodson	Melstone	West Yellowstone*
Drummond	Moore	Westby*
Dutton*	Nashua*	White Sulphur Springs
Ekalaka	Northern Cheyenne*	Whitewater*
Fairview	Opheim*	Wibaux*
Flaxville*	Outlook*	Willow Creek
Frazer	Park City	Winifred*
Froid	Peerless*	Winnett*
Fromberg	Philipsburg*	
Gardiner	Plevna*	*indicates a K-12 district
Geraldine		

78 responding of 94 public Class C
2 responding of 5 nonpublic schools
80 total responses (81% of all Class C schools)

Thank you for completing the survey for this year's report. Participating schools receive this report at no charge. Additional copies may be purchased for $10 by contacting the Montana Rural Education Center, Western Montana College, 406-683-7143.

ANB - Elementary and High School

Elementary		High School	
Rocky Boy	418	Charlo	138
Arlee	360	Belt	124
Belt	254	Arlee	122
Harlowton	242	Park City	120
Charlo	223	Joliet	118
Shields Valley	211	Chester	117
Joliet	202	Heart Butte	109
Heart Butte	200	Shields Valley	106
Park City	200	Fairview	105
Circle	186	Culbertson	104
Gardiner	184	Circle	102
Culbertson	172	White Sulphur Springs	102
White Sulphur Springs	170	Rocky Boy	101
Chester	168	Gardiner	101
Hot Springs	160	Valier	96
Fairview	159	Harlowton	95
Big Sandy	156	Fromberg	85
Fromberg	128	Big Sandy	79
Valier	123	Power	71
Ekalaka	119	Savage	69
Denton	112	Hot Springs	68
Savage	108	Geraldine	67
Frazer	104	Ekalaka	64
Power	104	Grass Range	62
Highwood	101	Kremlin-Gildford	61
Broadview	101	Denton	58
Grass Range	96	Augusta	57
Geraldine	94	Broadview	55
Kremlin-Gildford	90	Melstone	48
Augusta	73	Richey	46
Dodson	73	Saco	46
Froid	73	Highwood	44
Hinsdale	72	Moore	44
Melstone	67	Frazer	43
Willow Creek	67	Dodson	40
Moore	66	Rapelje	40
Saco	66	Rosebud	40
Rosebud	63	Hinsdale	33
Richey	54	Froid	32
Rapelje	46	Willow Creek	24
Average	**106**	**Average**	**62**

ANB K-12 Districts	
Victor	368
Scobey	309
Lincoln	278
Northern Cheyenne	278
Northern Cheyenne Tribal Schools	278
Twin Bridges	278
West Yellowstone	265
Philipsburg	258
Bridger	243
Wibaux	227
Alberton	214
St. Regis	203
Hysham	181
Blue Sky	171
Stanford	167
Nashua	167
Medicine Lake	164
Dutton	161
Hobson	161
Roberts	161
Winifred	161
Harrison	145
Plevna	130
Belfry	127
Lavina	123
Lima	114
Bainville	111
Joplin-Inverness	109
Whitewater	104
Winnett	102
Ryegate	99
Opheim	96
Custer	92
Westby	80
Brady	79
Roy	76
Peerless	50
Outlook	49
Flaxville	46
Manhattan Christian	-
Average	**137**

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Total ANB - All Districts
Elementary - High School - K-12

Rocky Boy	519	Dutton	161
Arlee	482	Geraldine	161
Belt	378	Hobson	161
Victor	368	Roberts	161
Charlo	361	Winifred	161
Harlowton	337	Grass Range	158
Park City	320	Broadview	156
Joliet	320	Kremlin-Gildford	151
Shields Valley	317	Frazer	147
Heart Butte	309	Harrison	145
Scobey	309	Plevna	130
Circle	288	Augusta	130
Chester	285	Belfry	127
Gardiner	285	Lavina	123
Northern Cheyenne	278	Melstone	115
Twin Bridges	278	Lima	114
Northern Cheyenne	278	Dodson	113
Lincoln	278	Saco	112
White Sulphur Springs	272	Bainville	111
West Yellowstone	265	Moore	110
Fairview	264	Joplin-Inverness	109
Philipsburg	258	Froid	105
Bridger	243	Hinsdale	105
Drummond	236	Whitewater	104
Big Sandy	235	Rosebud	103
Hot Springs	228	Winnett	102
Wibaux	227	Richey	100
Valier	219	Ryegate	99
Alberton	214	Opheim	96
Fromberg	213	Custer	92
St. Regis	203	Rapelje	86
Ekalaka	183	Westby	80
Hysham	181	Brady	79
Savage	177	Roy	76
Culbertson	176	Peerless	50
Power	175	Outlook	49
Blue Sky	171	Flaxville	46
Denton	170	Highwood	44
Nashua	167	Manhattan Chrisitan	-
Stanford	167		
Medicine Lake	164	**Average**	**190.8**

Taxable Valuation

Elementary		High School	
Broadview	7,982,990.00	Harlowton	9,522,898.00
Big Sandy	7,163,915.00	White Sulphur Springs	8,901,738.00
Belt	7,021,861.00	Ekalaka	8,791,822.00
Chester	6,013,902.00	Broadview	8,282,413.00
Geraldine	5,999,410.00	Big Sandy	7,877,007.00
Culbertson	5,689,819.00	Circle	7,213,711.00
White Sulphur Springs	5,240,178.00	Geraldine	7,187,987.00
Rapelje	4,981,185.00	Chester	6,529,352.00
Kremlin-Gildford	4,922,639.00	Rapelje	5,664,558.00
Heart Butte	4,817,600.00	Kremlin-Gildford	5,397,159.00
Circle	4,749,390.00	Culbertson	5,072,521.00
Shields Valley	4,385,727.00	Belt	5,060,657.00
Saco	4,314,549.00	Drummond	4,906,949.00
Gardiner	3,853,348.00	Heart Butte	4,817,600.00
Drummond	3,737,384.00	Joliet	4,755,249.00
Froid	3,592,445.00	Gardiner	4,716,267.00
Hinsdale	3,570,859.00	Valier	4,208,543.00
Denton	3,485,121.00	Hinsdale	4,203,370.00
Valier	3,247,367.00	Shields Valley	3,854,742.00
Moore	3,188,166.00	Moore	3,735,753.00
Park City	3,177,955.00	Saco	3,682,038.00
Harlowton	3,169,019.00	Denton	3,636,414.00
Fairview	2,900,007.00	Frazer	3,521,405.00
Joliet	2,637,453.00	Fairview	3,252,533.00
Augusta	2,521,307.00	Park City	3,152,362.00
Arlee	2,328,566.00	Augusta	2,771,211.00
Rosebud	2,120,577.00	Rosebud	2,756,332.00
Richey	1,946,079.00	Richey	2,634,823.00
Ekalaka	1,908,836.00	Fromberg	2,570,205.00
Melstone	1,746,773.00	Arlee	2,328,566.00
Charlo	1,640,776.00	Charlo	2,304,030.00
Highwood	1,619,587.00	Hot Springs	2,114,490.00
Frazer	1,606,956.00	Dodson	1,855,404.00
Power	1,592,329.00	Highwood	1,819,055.00
Willow Creek	1,557,227.00	Savage	1,766,779.00
Grass Range	1,554,371.00	Power	1,716,372.00
Dodson	1,516,007.00	Grass Range	1,682,999.00
Hot Springs	1,476,190.00	Froid	1,605,037.00
Savage	1,472,257.00	Willow Creek	1,337,986.00
Fromberg	1,213,171.00	Melstone	968,971.00
Rocky Boy	58,591.00	Rocky Boy	58,591.00
Average	**3,359,070.46**	**Average**	**4,103,314.61**

Taxable Valuation
K-12 Districts

West Yellowstone	6,455,476.00
Bridger	5,615,888.00
Stanford	5,229,744.00
Hobson	4,884,174.00
Hysham	4,729,428.00
Philipsburg	4,617,986.00
Twin Bridges	4,578,734.00
Victor	4,191,969.00
Ryegate	4,178,099.00
Whitewater	3,771,997.00
Blue Sky	3,671,790.00
Joplin-Inverness	3,600,530.00
Wibaux	3,588,782.00
St. Regis	3,539,294.00
Whitwater	3,372,167.00
Bainville	3,299,333.00
Scobey	3,276,807.00
Plevna	3,267,002.00
Opheim	3,260,955.00
Medicine Lake	2,804,784.00
Brady	2,793,182.00
Alberton	2,662,362.00
Lincoln	2,333,770.00
Nashua	2,261,859.00
Custer	2,156,755.00
Lavina	2,039,974.00
Harrison	1,968,746.00
Winnett	1,958,756.00
Lima	1,826,760.00
Winifred	1,657,912.00
Belfry	1,486,942.00
Flaxville	1,471,116.00
Westby	1,468,200.00
Outlook	1,371,272.00
Roberts	1,208,990.00
Roy	1,096,210.00
Peerless	947,302.00
Dutton	362,477.00
Northern Cheyenne	-
Manhattan Christian	-
Average	**2,973,882.21**

Taxable Valuation by ANB

Elementary		High School	
Rapelje	108,286.63	Broadview	150,589.32
Broadview	79,039.50	Rapelje	141,613.95
Saco	65,371.95	Ekalaka	137,215.97
Geraldine	63,823.51	Hinsdale	127,374.84
Kremlin-Gildford	54,695.99	Geraldine	107,283.38
Hinsdale	49,595.26	Harlowton	100,241.03
Froid	49,211.58	Big Sandy	97,708.95
Moore	48,305.55	Kremlin-Gildford	88,478.16
Big Sandy	45,922.53	White Sulphur Springs	87,271.94
Richey	36,038.50	Moore	84,903.48
Chester	35,797.04	Frazer	81,893.14
Augusta	34,538.45	Saco	80,044.30
Rosebud	33,659.95	Circle	70,722.66
Culbertson	33,080.34	Rosebud	68,908.30
Denton	31,117.15	Denton	62,696.79
White Sulphur Springs	30,824.58	Richey	57,278.76
Belt	27,645.12	Drummond	56,401.72
Valier	26,401.36	Chester	55,806.43
Melstone	26,071.24	Willow Creek	55,749.42
Gardiner	26,036.14	Froid	50,157.41
Circle	25,534.35	Culbertson	48,774.24
Drummond	25,083.11	Augusta	48,617.74
Heart Butte	24,088.00	Gardiner	46,695.71
Willow Creek	23,242.19	Dodson	46,385.10
Shields Valley	20,785.44	Heart Butte	44,198.17
Dodson	20,767.22	Valier	43,838.99
Fairview	18,239.04	Highwood	41,342.16
Grass Range	16,191.36	Belt	40,711.75
Ekalaka	16,040.64	Joliet	40,298.72
Highwood	16,035.51	Shields Valley	36,365.49
Park City	15,889.78	Hot Springs	31,095.44
Power	15,310.86	Fairview	30,976.50
Frazer	14,451.50	Fromberg	30,237.71
Savage	13,632.01	Grass Range	27,145.15
Harlowton	13,095.11	Park City	26,269.68
Joliet	13,056.70	Power	24,174.25
Fromberg	9,477.90	Savage	23,605.49
Hot Springs	9,226.19	Melstone	20,186.90
Charlo	7,357.74	Arlee	19,086.06
Arlee	6,468.24	Charlo	16,695.87
Rocky Boy	1,220.65	Rocky Boy	580.11
Average	**30,016.00**	**Average**	**59,746.86**

Taxable Valuation by ANB
K-12 Districts

Ryegate	42,203.02
Brady	35,356.73
Opheim	33,968.28
Joplin-Inverness	33,032.39
Whitewater	32,424.68
Flaxville	31,980.78
Stanford	31,315.83
Hobson	30,336.48
Bainville	29,723.72
Outlook	27,985.14
Hysham	26,129.44
Plevna	25,130.78
West Yellowstone	24,360.29
Custer	23,772.99
Bridger	23,110.65
Dutton	22,514.10
Blue Sky	21,472.46
Winnett	19,203.49
Peerless	18,946.04
Westby	18,352.50
Philipsburg	17,899.17
St. Regis	17,434.95
Medicine Lake	17,102.34
Lavina	16,585.15
Twin Bridges	16,470.27
Lima	16,024.21
Wibaux	15,809.61
Roy	14,423.82
Harrison	13,577.56
Nashua	13,544.07
Alberton	12,440.94
Belfry	11,708.20
Victor	11,389.32
Scobey	10,604.55
Winifred	10,297.59
Lincoln	8,394.86
Roberts	7,509.25
Northern Cheyenne	-
Manhattan Christian	-
Average	**21,149.61**

General Fund Budget without Special Ed

Elementary		High School	
Rocky Boy	1,337,598.00	Fairview	807,770.83
Arlee	1,161,818.45	Chester	785,587.00
Belt	983,094.70	Belt	748,230.36
Shields Valley	838,021.00	Joliet	732,812.28
Joliet	831,541.19	Charlo	721,808.00
Harlowton	804,648.36	Shields Valley	710,494.00
Circle	796,013.38	Culbertson	709,339.84
Heart Butte	781,928.26	Circle	702,604.11
Charlo	781,209.00	White Sulphur Springs	698,985.78
Culbertson	754,259.12	Arlee	683,865.09
Chester	743,759.00	Harlowton	677,536.63
White Sulphur Springs	719,225.94	Park City	627,371.00
Valier	717,807.00	Valier	607,685.88
Park City	717,286.00	Big Sandy	588,807.31
Big Sandy	697,025.91	Gardiner	562,055.22
Fairview	684,664.79	Rocky Boy	560,451.00
Gardiner	635,885.20	Heart Butte	521,590.90
Drummond	587,224.88	Saco	521,031.16
Hot Springs	551,038.94	Geraldine	521,023.57
Geraldine	547,487.67	Ekalaka	508,887.00
Highwood	539,400.91	Kremlin-Gildford	502,813.00
Ekalaka	534,642.00	Savage	495,040.00
Saco	523,805.04	Fromberg	493,276.83
Savage	513,645.12	Hot Springs	476,951.12
Fromberg	504,807.00	Power	451,334.18
Denton	493,025.47	Augusta	442,128.00
Kremlin-Gildford	451,201.00	Highwood	425,456.87
Power	448,291.56	Moore	421,060.31
Frazer	433,966.87	Hinsdale	419,496.08
Broadview	425,111.32	Broadview	412,689.87
Grass Range	421,749.00	Grass Range	410,782.00
Froid	353,087.04	Richey	398,799.10
Hinsdale	353,005.12	Dodson	396,383.51
Augusta	351,941.00	Rosebud	394,371.00
Moore	342,623.04	Melstone	374,519.83
Richey	333,471.52	Rapelje	361,653.93
Dodson	331,686.65	Froid	358,750.95
Rosebud	328,195.00	Frazer	353,280.10
Melstone	318,522.90	Drummond	311,285.39
Willow Creek	252,321.57	Willow Creek	265,443.03
Rapelje	236,909.77	Denton	259,589.06
Average	**589,340.14**	**Average**	**522,513.20**

General Fund Budget without Special Ed	
K-12	
Northern Cheyenne	2,823,475.00
Scobey	1,623,194.10
Victor	1,485,144.60
West Yellowstone	1,389,712.53
Twin Bridges	1,354,690.00
Bridger	1,348,067.70
Philipsburg	1,323,882.20
Medicine Lake	1,215,566.60
Wibaux	1,197,600.80
St. Regis	1,166,122.20
Alberton	1,142,164.50
Lincoln	1,141,393.81
Hysham	1,073,575.80
Plevna	1,062,545.00
Blue Sky	1,026,107.30
Joplin-Inverness	1,017,389.00
Nashua	1,011,665.00
Stanford	975,419.00
Bainville	971,543.64
Westby	969,134.00
Opheim	942,461.36
Hobson	939,177.75
Winifred	938,172.96
Dutton	913,906.47
Belfry	818,740.43
Whitewater	809,398.92
Roberts	752,025.58
Harrison	735,110.80
Lima	706,437.84
Ryegate	688,940.00
Outlook	675,524.04
Winnett	671,233.28
Peerless	667,380.00
Custer	650,895.10
Lavina	620,121.04
Brady	610,288.99
Roy	546,648.88
Flaxville	544,301.00
Manhattan Christian	-
Average	**1,014,451.51**

Cost Per ANB to General Fund Budget
(Without Special Ed)

Elementary		High School	
Savage	4,755.97	Hinsdale	12,712.00
Ekalaka	4,492.79	Saco	11,326.76
Rocky Boy	3,199.99	Froid	11,210.97
Valier	3,396.80	Willow Creek	11,060.13
Charlo	3,503.18	Dodson	9,909.59
Joliet	4,116.54	Rosebud	9,859.27
Augusta	4,821.11	Highwood	9,669.47
Dodson	4,543.65	Moore	9,569.55
Denton	4,402.01	Rapelje	9,041.35
Highwood	5,340.60	Richey	8,573.28
Saco	7,936.44	Kremlin-Gildford	8,242.84
Richey	6,175.40	Frazer	8,215.82
Geraldine	5,824.34	Ekalaka	7,951.36
Rosebud	5,209.44	Melstone	7,802.50
Moore	5,191.26	Geraldine	7,776.47
Rapelje	5,150.21	Augusta	7,756.63
Kremlin-Gildford	5,013.34	Fairview	7,693.05
Hinsdale	4,902.85	Broadview	7,503.45
Froid	4,836.81	Big Sandy	7,453.26
Melstone	4,754.07	Savage	7,174.49
Power	4,695.11	Harlowton	7,134.49
Big Sandy	4,468.11	Hot Springs	7,013.99
Chester	4,427.14	Circle	6,888.28
Grass Range	4,393.22	White Sulphur Springs	6,852.80
Culbertson	4,385.23	Culbertson	6,820.75
Fairview	4,306.07	Chester	6,752.25
Circle	4,279.64	Shields Valley	6,702.77
Frazer	4,246.73	Grass Range	6,625.52
White Sulphur Springs	4,230.74	Power	6,356.82
Broadview	4,209.02	Valier	6,330.06
Shields Valley	3,971.66	Joliet	6,210.27
Fromberg	3,943.80	Belt	6,034.12
Drummond	3,941.11	Fromberg	5,803.26
Belt	3,870.41	Arlee	5,605.45
Willow Creek	3,765.99	Gardiner	5,564.90
Heart Butte	3,637.39	Rocky Boy	5,549.02
Park City	3,586.43	Heart Butte	5,537.74
Gardiner	3,455.90	Charlo	5,230.49
Hot Springs	3,443.99	Park City	5,228.09
Harlowton	3,324.99	Denton	4,475.67
Arlee	3,266.31	Drummond	3,577.99
Average	**4,478.81**	**Average**	**6,576.28**

Cost Per ANB to General Fund Budget
(Without Special Ed)
K-12 Districts

School	
Outlook	13,786.20
Peerless	13,347.60
Westby	12,114.18
Flaxville	11,832.63
Northern Cheyenne	10,145.38
Opheim	9,817.38
Joplin-Inverness	9,333.84
Bainville	8,752.65
Plevna	8,137.42
Whitewater	7,782.68
Brady	7,725.18
Medicine Lake	7,411.99
Roy	7,192.75
Custer	7,074.95
Ryegate	6,958.99
Belfry	6,443.78
Lima	6,196.82
Nashua	6,057.87
Blue Sky	6,000.63
Hysham	5,931.36
Stanford	5,840.83
Hobson	5,833.40
St. Regis	5,744.44
Dutton	5,676.44
Bridger	5,547.60
Alberton	5,337.20
Wibaux	5,275.78
Scobey	5,253.06
West Yellowstone	5,244.20
Philipsburg	5,131.33
Harrison	5,069.73
Lavina	5,041.63
Twin Bridges	4,871.02
Roberts	4,670.97
Winifred	4,169.15
Lincoln	4,105.73
Victor	4,035.71
Winnett	3,580.72
Manhattan Christian	-
Average	**6,377.86**

General Fund Reserve as Percentage of General Fund

Elementary	Reserve Funds	% Gen Fund	Secondary	Reserve Funds	%Gen Fund
Culbertson	150,039.36	19.7%	Chester	790,154.00	9.9%
Circle	140,642.99	16.8%	Culbertson	133,790.97	18.8%
Arlee	121,939.16	9.9%	Drummond	109,404.26	17.6%
Broadview	113,200.55	25.4%	Broadview	105,883.00	23.8%
Power	100,301.21	21.8%	Charlo	93,000.00	12.9%
Drummond	94,329.42	15.6%	Circle	84,280.15	11.6%
Joliet	85,814.15	9.9%	Augusta	81,910.00	18.1%
Charlo	80,079.00	10.3%	Ekalaka	78,744.00	15.2%
Park City	77,738.00	10.2%	Saco	76,631.75	14.7%
Augusta	77,048.00	21.1%	Joliet	74,642.48	10.0%
Chester	75,031.00	9.9%	Shields Valley	72,507.00	9.9%
White Sulphur Springs	74,191.09	10.0%	White Sulphur Springs	71,353.06	10.0%
Valier	73,500.00	9.9%	Harlowton	63,882.46	9.4%
Big Sandy	71,904.05	9.9%	Valier	61,799.00	9.9%
Belt	62,599.13	6.2%	Arlee	60,681.05	9.9%
Gardiner	58,020.39	8.8%	Big Sandy	60,362.66	10.0%
Hot Springs	57,942.65	10.0%	Power	59,923.19	13.0%
Highwood	55,419.50	10.0%	Park City	59,653.96	10.0%
Ekalaka	55,377.00	9.9%	Hot Springs	49,758.77	10.0%
Savage	52,617.00	10.0%	Denton	49,739.76	10.6%
Denton	51,112.25	9.9%	Rosebud	45,377.00	11.3%
Shields Valley	50,459.00	5.8%	Highwood	43,160.14	10.0%
Fromberg	45,991.00	8.8%	Hinsdale	42,855.81	10.0%
Saco	45,783.82	8.9%	Moore	42,202.27	10.0%
Kremlin-Gildford	41,319.00	9.1%	Grass Range	42,100.00	10.0%
Grass Range	41,266.00	9.4%	Kremlin-Gildford	40,385.00	8.0%
Geraldine	39,851.35	7.1%	Dodson	40,224.36	9.9%
Rosebud	38,900.00	11.4%	Belt	37,784.70	4.9%
Hinsdale	36,910.39	10.0%	Rapelje	36,094.37	9.8%
Moore	34,406.67	10.0%	Geraldine	35,608.59	6.7%
Richey	34,000.00	10.0%	Fromberg	33,059.59	6.5%
Froid	32,951.94	9.1%	Richey	28,000.00	6.9%
Fairview	30,576.29	4.3%	Savage	27,917.00	5.6%
Rapelje	24,236.54	10.0%	Froid	24,904.17	6.8%
Dodson	23,589.88	6.9%	Fairview	24,392.65	2.9%
Melstone	15,138.95	4.6%	Melstone	18,252.53	4.8%
Harlowton	14,595.48	1.7%	Willow Creek	10,960.73	4.0%
Willow Creek	13,310.91	4.9%	Rocky Boy	-	0.0%
Frazer	-	0.0%	Frazer	-	0.0%
Heart Butte	-	0.0%	Gardiner	-	0.0%
Rocky Boy	(109.08)	0.0%	Heart Butte	-	0.0%
Average	**55,903.03**	**9.7%**	**Average**	**68,570.25**	**9.4%**

General Fund Reserve as a Percentage of General Fund		
K-12 District	**Reserve Funds**	**%General Fund**
Northern Cheyenne	400,000.00	13.3%
Whitewater	320,897.73	38.8%
Twin Bridges	186,475.00	13.3%
Philipsburg	177,477.00	12.8%
Hobson	177,051.29	18.4%
Scobey	166,544.00	10.0%
Wibaux	156,241.85	12.5%
Blue Sky	147,553.43	14.0%
Dutton	137,362.34	14.6%
Winifred	131,353.59	13.7%
Bridger	123,521.87	9.5%
Alberton	117,622.75	10.0%
West Yellowstone	109,302.10	7.7%
Hysham	108,064.00	9.9%
St. Regis	107,909.65	9.0%
Nashua	104,333.00	10.0%
Stanford	99,178.50	9.9%
Westby	98,000.00	10.0%
Roberts	96,491.32	12.4%
Opheim	95,883.62	10.0%
Lincoln	87,908.55	7.4%
Lima	80,348.71	11.1%
Ryegate	70,036.00	10.0%
Lavina	66,979.22	10.5%
Custer	64,773.54	9.8%
Harrison	61,693.05	8.2%
Flaxville	55,176.00	10.0%
Victor	55,032.40	3.6%
Peerless	52,500.00	7.7%
Roy	43,975.52	8.0%
Brady	39,389.00	6.3%
Medicine Lake	35,000.00	2.8%
Winnett	33,106.41	4.8%
Plevna	24,571.00	2.2%
Bainville	-	0.0%
Belfry	-	0.0%
Joplin-Inverness	-	0.0%
Outlook	-	0.0%
Manhattan Christian	-	0.0%
Average	**98,250.06**	**9.3%**

Guaranteed Tax Base Per Mill

Elementary		High School		K-12	
Rocky Boy	11,448.00	Rocky Boy	8,105.00	Victor	9,424.00
Arlee	8,286.00	Heart Butte	7,566.00	Scobey	9,135.00
Heart Butte	7,250.00	Arlee	6,613.00	Alberton	8,354.00
Savage	4,216.32	Fairview	6,391.00	Lincoln	8,349.00
Hot Springs	3,862.00	Park City	5,697.00	St. Regis	7,925.12
Joliet	3,600.00	Shields Valley	4,961.00	Lincoln	7,721.00
Park City	3,469.00	Hot Springs	4,896.00	Roberts	6,701.00
Fromberg	3,275.00	Belt	4,743.00	Stanford	6,519.80
Shields Valley	2,875.00	Chester	4,567.00	Nashua	6,416.00
Gardiner	2,519.00	Joliet	4,537.00	Brady	6,084.16
Valier	2,496.00	Melstone	4,409.00	Winifred	5,811.00
Fairview	2,392.00	Valier	4,217.00	Philipsburg	5,000.00
Ekalaka	2,310.00	Power	4,205.00	Belfry	4,140.00
Frazer	2,148.00	Fromberg	4,047.00	Twin Bridges	3,946.00
Power	2,069.00	Grass Range	3,734.00	Ryegate	3,864.00
Grass Range	1,923.00	Culbertson	3,594.00	Lima	3,673.00
Highwood	1,658.00	Gardiner	3,526.00	Roy	3,302.00
Melstone	1,171.00	Highwood	3,168.00	Westby	3,266.00
Circle	1,049.00	Dodson	3,060.00	Winnett	3,016.00
Culbertson	925.00	Savage	2,693.76	Harrison	2,978.00
Dodson	923.00	Augusta	2,648.00	Outlook	2,731.00
Froid	890.00	Willow Creek	2,590.00	Plevna	2,697.00
Drummond	870.00	Richey	2,582.00	Custer	2,694.00
Belt	851.00	Drummond	2,568.00	Blue Sky	2,573.00
White Sulphur Springs	768.00	Denton	1,901.00	Joplin-Inverness	2,558.00
Willow Creek	667.00	Circle	1,258.00	Lavina	2,404.00
Augusta	501.00	Moore	1,168.00	Dutton	2,300.00
Richey	408.00	Frazer	574.00	Bridger	1,822.00
Denton	302.00	Kremlin-Gildford	409.00	Flaxville	1,796.00
Rosebud	7.00	Froid	378.00	Wibaux	1,558.00
Big Sandy	-	White Sulphur Springs	109.00	Hysham	1,315.00
Broadview	-	Harlowton	-	Opheim	1,171.00
Charlo	-	Big Sandy	-	Whitewater	1,084.00
Chester	-	Broadview	-	Hobson	755.00
Geraldine	-	Charlo	-	West Yellowstone	739.00
Harlowton	-	Ekalaka	-	Bainville	-
Hinsdale	-	Geraldine	-	Peerless	-
Kremlin-Gildford	-	Hinsdale	-	Northern Cheyenne	-
Moore	-	Rapelje	-	Manhattan Christian	-
Rapelje	-	Rosebud	-		
Saco	-	Saco	-		
Average	**1,832.40**	**Average**	**2,772.87**	**Average**	**3,887.08**

BEST COPY AVAILABLE

Over Base Budget in Dollars

Elementary		High School		K-12	
Rocky Boy	1,400,741.00	Saco	174,465.21	Westby	498,857.00
Saco	249,476.55	Fairview	162,178.16	Medicine Lake	432,517.36
Geraldine	198,424.07	Chester	155,026.00	Joplin-Inverness	423,602.51
Highwood	168,207.26	Circle	141,129.32	Opheim	392,904.40
Circle	159,974.18	White Sulphur Springs	140,241.80	Plevna	384,236.00
Culbertson	148,863.44	Shields Valley	136,413.00	Bainville	366,052.12
Belt	146,278.13	Culbertson	136,014.72	Scobey	325,942.17
Chester	145,825.00	Big Sandy	118,191.14	Peerless	293,869.00
White Sulphur Springs	144,548.91	Joliet	113,183.40	Outlook	292,290.68
Joliet	140,246.70	Drummond	111,867.07	West Yellowstone	277,178.81
Big Sandy	140,079.70	Geraldine	101,980.13	Philipsburg	237,838.64
Fairvew	137,764.14	Kremlin-Gildford	99,857.00	St. Regis	234,153.56
Valier	129,734.20	Ekalaka	98,666.00	Whitewater	223,812.34
Richey	118,893.02	Denton	97,531.50	Twin Bridges	214,468.00
Shields Valley	104,421.00	Valier	88,552.76	Hysham	211,965.52
Savage	103,143.00	Highwood	85,281.94	Blue Sky	207,190.07
Denton	99,913.92	Hinsdale	84,468.06	Bridger	204,052.10
Ekalaka	97,164.00	Moore	83,357.41	Nashua	203,092.00
Hinsdale	95,141.14	Dodson	79,454.82	Wibaux	202,317.83
Kremlin-Gildford	89,199.00	Rosebud	79,344.00	Stanford	195,705.00
Drummond	75,608.64	Belt	73,799.99	Hobson	188,432.15
Power	71,193.20	Froid	71,959.82	Alberton	181,272.92
Froid	70,887.92	Savage	60,597.00	Winifred	176,771.60
Augusta	70,748.00	Richey	58,601.60	Flaxville	164,421.00
Frazer	68,123.82	Augusta	58,162.00	Belfry	159,558.02
Moore	67,535.15	Hot Springs	50,000.00	Dutton	125,556.66
Rosebud	66,426.00	Rapelje	45,146.19	Custer	124,890.14
Fromberg	60,431.00	Broadview	37,210.92	Ryegate	122,439.00
Grass Range	55,602.00	Melstone	26,244.56	Brady	101,943.93
Dodson	50,689.52	Frazer	19,645.00	Lima	91,634.07
Rapelje	47,552.41	Power	14,110.42	Winnett	89,967.92
Broadview	44,948.30	Willow Creek	11,649.05	Roy	68,957.92
Park City	36,995.00	Grass Range	10,749.00	Harrison	32,994.96
Melstone	33,516.02	Rocky Boy	-	Lavina	9,012.69
Willow Creek	10,026.79	Charlo	-	Northern Cheyenne	-
Charlo	-	Harlowton	-	Lincoln	-
Arlee	-	Arlee	-	Manhattan Christian	-
Gardiner	-	Fromberg	-	Roberts	-
Harlqwton	-	Gardiner	-	Victor	-
Heart Butte	-	Heart Butte	-		
Hot Springs	-	Park City	-		
Average	**118,251.76**	**Average**	**68,904.37**	**Average**	**201,618.87**

Over Base Levy Mills Required

Elementary		High School		K-12	
Highwood	103.86	Fairview	59.06	Westby	156.97
Savage	70.11	Saco	47.46	Outlook	154.39
Fairview	69.96	Highwood	46.88	Medicine Lake	148.45
Richey	61.09	Dodson	42.82	Peerless	143.04
Saco	56.83	Shields Valley	35.39	Joplin-Inverness	117.66
Joliet	53.18	Savage	34.30	Plevna	117.61
Ekalaka	50.90	Rosebud	28.79	Flaxville	111.77
Power	44.71	Melstone	27.08	Bainville	110.95
Froid	44.17	Denton	26.82	Belfry	107.31
Frazer	42.40	Culbertson	26.81	Opheim	105.42
Valier	39.95	Joliet	23.80	Ryegate	99.47
Grass Range	35.77	Chester	23.74	Nashua	89.70
Circle	33.68	Hot Springs	23.65	Winifred	85.51
Dodson	33.44	Drummond	22.80	Alberton	68.09
Geraldine	33.07	Moore	22.31	Whitewater	66.37
Rosebud	31.32	Richey	22.24	St. Regis	66.16
Denton	28.67	Valier	21.04	Roy	63.86
Augusta	28.06	Augusta	20.99	Custer	57.91
White Sulphur Springs	27.58	Hinsdale	20.10	Blue Sky	56.43
Hinsdale	26.64	Froid	20.03	Wibaux	56.38
Culbertson	26.16	Circle	19.56	Philipsburg	51.50
Fromberg	25.08	Kremlin-Gildford	18.50	Lima	50.16
Chester	24.25	White Sulphur Springs	15.75	Twin Bridges	46.55
Shields Valley	23.81	Big Sandy	15.00	Winnett	45.93
Moore	21.18	Belt	14.58	Hysham	44.82
Belt	20.83	Geraldine	14.19	West Yellowstone	42.94
Drummond	20.23	Harlowton	14.00	Hobson	38.58
Big Sandy	19.55	Ekalaka	11.22	Brady	36.50
Melstone	19.19	Willow Creek	8.71	Bridger	36.33
Kremlin-Gildford	18.12	Power	8.22	Dutton	34.64
Park City	11.64	Rapelje	7.97	Stanford	34.42
Rapelje	9.55	Grass Range	6.39	Ryegate	29.31
Willow Creek	6.44	Frazer	5.58	Harrison	16.76
Broadview	5.63	Broadview	4.49	Lavina	4.42
Rocky Boy	-	Gardiner	1.58	Lincoln	-
Arlee	-	Rocky Boy	-	Roberts	-
Gardiner	-	Arlee	-	Victor	-
Harlowton	-	Fromberg	-	Northern Cheyenne	-
Heart Butte	-	Heart Butte	-	Manhattan	-
Hot Springs	-	Park City	-		
Charlo	-	Charlo	-		
Average	**29.18**	**Average**	**19.05**	**Average**	**67.47**

Special Education Budget and Personnel (FTE) - Elementary

Elementary	Total Budget	Allowable Costs	Payment to Co-Op	FTE Staff
Rocky Boy	63,143.00	63,143.00	-	2.0
Arlee	57,773.12	43,718.72	14,054.40	1.5
Circle	43,110.00	35,848.56	7,261.44	1.0
Park City	39,644.00	39,644.00	-	1.13
Harlowton	38,135.23	38,135.23	-	1.25
Shields Valley	32,256.00	32,256.00	-	1.0
Belt	31,691.31	31,691.31	-	1.0
Fairview	28,620.47	28,620.47	-	0.6
Hot Springs	28,387.55	22,141.15	6,246.40	0.5
Joliet	26,600.35	26,600.35	-	1.0
Gardiner	25,167.05	25,167.05	-	0.67
Heart Butte	24,891.71	24,891.71	-	1.0
White Sulphur Springs	22,684.97	22,684.97	-	1.0
Valier	22,493.00	22,493.00	-	0.75
Big Sandy	22,014.68	22,014.68	-	1.0
Frazer	21,237.37	21,237.37	-	0.63
Broadview	19,894.14	15,951.10	3,943.04	0.5
Ekalaka	19,132.00	19,132.00	-	0.5
Denton	18,097.07	13,724.59	4,372.48	0.5
Willow Creek	17,397.15	14,781.47	2,615.68	0.25
Drummond	17,188.64	17,188.64	-	0.88
Hinsdale	16,098.75	13,326.91	2,771.84	0.5
Grass Range	15,882.00	12,134.00	3,478.00	0.3
Fromberg	15,193.00	15,193.00	-	-
Highwood	14,794.09	14,794.09	-	0.57
Geraldine	14,513.60	10,843.84	3,669.76	0.85
Savage	12,458.88	12,458.88	-	0.0
Rosebud	12,306.00	9,847.00	2,459.00	0.5
Augusta	12,134.00	12,134.00	-	0.5
Power	11,997.44	11,997.44	-	0.25
Dodson	11,643.90	11,643.00	-	0.5712
Melstone	8,596.73	8,596.73	-	0.25
Froid	8,421.28	8,421.28	-	0.75
Culbertson	6,714.88	-	6,714.880	0.75
Chester	6,558.00	6,558.00	-	0.8
Richey	6,528.48	6,528.48	-	0.31
Rapelje	5,306.56	5,306.56	-	0.5
Saco	2,476.64	-	2,576.64	0.62
Moore	1,443.63	1,443.63	-	0.5
Charlo	-	-	-	1.0
Average	**20,580.17**	**20,061.95**	**2,864.93**	**1.51**

Special Educatoin Budget and Personnel (FTE) - High School

High School	Total Budget	Allowable Costs	Payment to Co-op	FTE Staff
Harlowton	38,135.33	38,135.33	-	0.75
Rocky Boy	28,395.00	28,395.00	-	1.0
Circle	25,353.98	21,371.90	3,982.08	1.0
Fairview	21,158.71	21,158.71	-	1.0
Hot Springs	20,636.60	17,981.88	2,654.72	0.5
Frazer	18,706.02	18,706.02	-	0.4
Belt	16,824.64	16,824.64	-	1.0
Broadview	15,240.38	13,093.18	2,147.20	0.5
Big Sandy	14,819.26	14,819.26	-	1.0
Shields Valley	14,578.00	14,578.00	-	1.0
White Sulphur Springs	14,544.87	14,544.87	-	1.0
Gardiner	13,878.54	13,878.54	-	0.33
Fromberg	13,874.00	13,874.00	-	-
Park City	13,843.00	13,843.00	-	0.875
Joliet	13,612.48	13,612.48	-	1.0
Denton	13,277.58	11,376.58	1,901.00	0.5
Arlee	11,375.88	4,762.85	6,613.00	1.5
Valier	10,613.12	10,613.12	-	0.25
Geraldine	10,344.80	7,729.12	2,615.68	0.15
Grass Range	10,218.00	7,798.00	2,420.00	0.3
Drummond	10,036.32	10,036.32	-	0.625
Augusta	9,689.00	9,689.00	-	0.3
Hinsdale	9,062.04	7,305.24	1,756.80	0.125
Power	8,190.56	8,190.56	-	0.25
Ekalaka	7,980.00	7,980.00	-	0.5
Froid	7,635.54	7,635.54	-	0.25
Melstone	7,126.25	-	7,126.25	0.25
Rosebud	6,569.00	5,008.00	1,561.00	0.5
Richey	6,200.90	6,200.90	-	0.31
Highwood	6,144.48	6,144.48	-	0.429
Dodson	5,860.00	5,860.00	-	0.4288
Willow Creek	5,695.34	4,758.38	936.96	0.25
Rapelje	4,807.75	4,807.75	-	0.5
Chester	4,567.00	4,567.00	-	0.75
Heart Butte	4,255.36	4,255.36	-	1.0
Culbertson	4,060.16	-	4,060.16	0.25
Savage	2,959.84	5,959.84	-	0
Kremlin-Gildford	2,381.00	-	2,381.00	0
Saco	1,795.84	1,795.84	-	0.38
Moore	962.42	962.42	-	0.5
Charlo	-	-	-	1
Average	**11,385.22**	**11,304.14**	**3,088.91**	**0.57**

BEST COPY AVAILABLE

Special Education Budget and Personnel - K-12 Districts

K-12	Total Budget	Allowable Costs	Payment to Co-op	FTE Staff
Philipsburg	66,114.86	56,120.62	9,994.24	2.0
Bridger	52,625.70	52,625.70	-	1.57
Wibaux	52,399.32	43,537.24	8,862.08	1.63
Plevna	45,089.00	40,014.00	5,075.00	0.75
Victor	44,183.42	44,183.42	-	1.61
Scobey	42,241.96	42,241.96	-	2.0
Twin Bridges	40,310.00	40,310.00	-	1.0
West Yellowstone	34,501.03	34,501.03	-	1.0
Alberton	34,062.92	34,062.92	-	1.0
Nashua	31,665.00	31,665.00	-	1.0
St. Regis	30,787.95	30,787.95	-	1.0
Dutton	27,093.53	20,808.09	6,285.44	0.3
Belfry	26,608.26	14,850.35	-	0.5
Blue Sky	26,402.40	19,726.56	6,675.84	1.0
Roberts	25,419.96	19,134.52	6,285.44	1.0
Medicine Lake	19,709.38	19,709.38	-	1.0
Lavina	18,860.96	18,860.96	-	0.4
Hobson	18,572.96	18,572.96	-	0.5
Winifred	18,572.96	18,572.96	-	2.7
Whitewater	17,694.00	17,694.00	-	15.0
Harrison	16,727.20	16,727.20	-	1.0
Opheim	16,374.00	16,374.00	-	0.55
Bainville	14,391.36	14,391.36	-	0.5
Lima	13,854.06	13,854.06	-	0.5
Joplin-Inverness	12,574.24	12,574.24	-	0.5
Peerless	12,044.00	12,044.00	-	1.0
Winnett	11,766.72	11,766.72	-	0.5
Ryegate	11,420.00	11,420.00	-	0.5
Brady	11,142.89	11,142.89	-	0.75
Westby	10,866.00	10,866.00	-	1.0
Custer	10,613.12	10,613.12	-	0.03
Flaxville	7,460.00	7,460.00	-	1.0
Hysham	7,066.24	7,066.24	-	1.0
Outlook	6,571.85	6,571.85	-	0.6
Stanford	6,519.80	6,519.80	-	1.0
Lincoln	4,586.00	4,586.00	-	2.0
Roy	3,045.00	3,045.00	-	0.5
Northern Cheyenne	-	-	-	2.0
Manhattan Christian	-	-	-	-
Average	**22,971.30**	**21,486.54**	**7,196.34**	**2.4**

Transportation Budget and Cost per ANB
Elementary and High School

Elementary	Transportation Budget	Cost/ANB	High School	Transportation Budget	Cost/ANB
Denton	780,000.00	6,964.29	Circle	168,000.00	1,647.06
Saco	160,000.00	2,424.24	Big Sandy	111,000.00	1,405.06
Big Sandy	127,500.00	817.31	Ekalaka	106,975.00	1,671.48
Fairview	127,070.00	799.18	Saco	105,000.00	2,282.61
Shields Valley	125,835.00	596.37	Chester	102,945.00	879.87
Culbertson	117,500.00	683.14	Belt	78,450.00	632.66
Artee	85,190.00	236.64	Melstone	70,367.20	1,465.98
Hot Springs	85,000.00	531.25	Geraldine	69,000.00	1,029.85
Grass Range	82,667.00	861.11	Hinsdale	68,494.00	2,075.58
Belt	80,250.00	315.94	Valier	66,939.00	697.28
Circle	76,090.20	409.09	Rapelje	65,000.00	1,625.00
Gardiner	74,788.92	406.46	Shields Valley	64,564.00	609.09
Rapelje	73,000.00	1,586.96	Broadview	61,960.00	1,126.55
Melstone	70,367.20	1,050.25	Grass Range	61,548.00	922.71
Geraldine	70,000.00	477.68	Moore	59,925.00	1,361.93
Savage	69,428.00	642.85	Power	59,923.19	843.99
Hinsdale	66,912.00	929.33	Harlowton	59,606.17	627.43
Harlowton	66,072.96	273.03	Dodson	59,444.65	1,486.12
Rocky Boy	64,826.00	155.09	Rosebud	56,500.00	1,412.50
Highwood	64,670.00	640.30	Culbertson	55,000.00	528.85
Moore	64,359.32	975.14	Denton	54,000.00	931.03
Valier	63,205.00	513.86	White Sulphur Springs	53,728.06	526.75
Froid	62,530.00	856.58	Hot Springs	53,500.00	786.76
Dodson	61,966.90	848.86	Fromberg	48,000.00	564.71
Broadview	61,960.00	613.47	Froid	47,000.00	1,468.75
Augusta	60,022.00	822.22	Artee	46,766.45	383.33
Rosebud	52,500.00	833.33	Richey	45,000.00	978.26
White Sulphur Springs	51,797.41	304.69	Fairview	45,000.00	428.57
Joliet	50,983.00	252.39	Drummond	44,952.24	516.69
Ekalaka	50,362.00	423.21	Gardiner	42,745.79	433.22
Fromberg	47,041.00	367.51	Joliet	40,927.71	346.85
Drummond	43,802.62	293.98	Savage	37,700.00	546.38
Richey	40,000.00	740.74	Highwood	36,170.00	822.05
Kremlin-Gildford	36,747.00	408.30	Kremlin-Gildford	33,797.00	554.05
Park City	35,850.00	179.25	Augusta	31,163.00	546.72
Frazer	25,719.91	247.31	Park City	29,500.00	245.83
Willow Creek	24,364.89	363.65	Rocky Boy	28,395.00	261.14
Heart Butte	13,311.00	88.56	Frazer	13,906.64	323.41
Power	11,997.44	115.36	Willow Creek	11,950.00	497.92
Chester	10,195.00	607.05	Heart Butte	2,080.00	19.08
Charlo	-		Charlo	-	-
Average	65,274.02	765.85	Average	57,423.08	888.33

Transportation Budget and Cost per ANB
K-12 Districts

K-12 District	Transportation Budget	Cost/ANB
Winifred	244,060.18	1,515.90
Whitewater	193,682.00	1,862.33
Twin Bridges	188,770.00	679.03
Northern Cheyenne	176,525.00	634.98
Scobey	171,000.00	553.40
Wibaux	157,350.00	693.17
Hobson	148,000.00	919.25
Joplin-Inverness	140,398.00	1,288.06
Medicine Lake	140,000.00	853.66
Blue Sky	131,600.00	769.59
Plevna	130,000.00	1,000.00
Alberton	130,000.00	607.48
Custer	117,238.00	1,274.33
Opheim	117,000.00	1,218.75
Hysham	115,142.00	636.14
St. Regis	113,100.00	557.14
Dutton	111,533.00	692.75
Nashua	109,999.00	658.68
Bainville	109,507.00	986.55
Westby	109,000.00	1,362.50
Peerless	99,000.00	1,980.00
Stanford	98,000.00	586.83
Victor	96,000.00	260.87
Winnett	94,575.00	927.21
Lima	84,562.93	741.80
Brady	83,898.00	1,062.00
Philipsburg	83,182.00	322.41
West Yellowstone	82,561.00	311.89
Bridger	77,350.00	318.31
Harrison	71,982.05	496.43
Ryegate	71,339.00	720.60
Roberts	69,750.00	433.30
Outlook	69,132.00	1,410.85
Lavina	66,810.00	543.17
Roy	56,000.00	736.84
Belfry	50,000.00	393.70
Flaxville	48,000.00	1,043.48
Lincoln	38,342.98	141.52
Manhattan Christian	-	-
Average	**110,378.66**	**820.92**

Teachers' Salaries as Percent of Total General Fund
Elementary and High School

Elementary	General Fund	%	High School	General Fund	%
Rocky Boy	1,400,741.00	70.5	Fairview	828,929.54	47.0
Arlee	1,219,591.57	47.0	Chester	790,154.00	31.7
Belt	1,014,786.00	64.4	Joliet	746,424.76	37.9
Shields Valley	870,277.00	53.7	Shields Valley	725,072.00	39.0
Joliet	858,141.54	48.2	Circle	723,976.01	41.8
Harlowton	842,783.59	53.5	Charlo	721,808.00	41.8
Circle	839,123.38	55.8	White Sulphur Springs	713,531.65	19.2
Culbertson	790,974.00	72.7	Culbertson	713,400.00	41.8
Charlo	781,209.00	55.6	Harlowton	677,536.63	35.9
Park City	756,930.00	53.2	Arlee	662,321.94	56.2
Chester	750,317.00	46.0	Park City	641,214.00	45.4
White Sulphur Springs	741,910.91	24.5	Drummond	621,321.71	37.1
Valier	740,300.00	54.3	Valier	617,999.00	41.9
Heart Butte	727,478.00	50.9	Big Sandy	603,626.57	34.7
Big Sandy	719,040.59	45.9	Heart Butte	603,614.00	44.0
Fairview	713,285.26	58.1	Rocky Boy	588,846.00	78.7
Gardiner	681,052.25	46.1	Gardiner	575,842.76	20.6
Drummond	604,413.52	49.2	Geraldine	531,368.37	34.8
Hot Springs	579,426.49	51.9	Saco	522,827.00	38.6
Geraldine	562,001.27	42.7	Ekalaka	516,867.00	34.0
Ekalaka	553,774.00	49.9	Fromberg	507,150.83	-
Highwood	544,195.00	45.9	Kremlin-Gildford	505,194.00	39.4
Saco	526,361.68	50.9	Savage	498,000.00	39.1
Savage	526,104.00	48.7	Hot Springs	497,587.72	36.3
Fromberg	520,000.00	-	Denton	497,397.64	61.2
Denton	511,122.54	70.8	Belt	495,055.00	42.3
Power	460,289.60	53.4	Power	459,524.74	37.2
Frazer	455,204.24	73.5	Augusta	451,817.00	34.1
Kremlin-Gildford	454,714.00	39.3	Highwood	431,601.35	28.3
Broadview	445,005.46	51.1	Hinsdale	426,556.12	42.0
Grass Range	437,631.00	33.9	Broadview	427,930.25	47.6
Hinsdale	369,103.87	48.6	Moore	422,022.73	49.6
Augusta	364,075.00	45.5	Grass Range	421,000.00	53.0
Froid	361,508.32	55.6	Richey	405,000.00	40.0
Dodson	353,330.55	59.4	Dodson	402,243.53	43.5
Moore	344,086.67	59.9	Roosevelt	400,940.00	-
Roosevelt	340,501.00	-	Melstone	381,646.08	52.2
Richey	340,000.00	52.7	Frazer	371,986.12	79.4
Melstone	327,119.63	42.0	Rapelje	366,481.68	42.3
Willow Creek	269,718.72	51.1	Froid	366,368.49	38.5
Rapelje	242,216.33	55.8	Willow Creek	271,138.37	48.2
Average	607,801.07	52.1	Average	539,153.77	42.4

Teachers' Salaries as Percent of Total General Fund
K-12 Districts

K-12	General Fund	%
Northern Cheyenne	3,000,000.00	10.1
Scobey	1,665,436.00	47.5
Victor	1,529,328.00	39.4
West Yellowstone	1,424,213.53	42.4
Twin Bridges	1,395,000.00	43.7
Philipsburg	1,390,000.00	53.8
Bridger	1,295,442.00	10.9
Wibaux	1,250,000.00	47.7
Medicine lake	1,235,275.92	38.7
St. Regis	1,196,910.18	44.6
Lincoln	1,187,787.21	50.0
Alberton	1,176,227.47	5.1
Plevna	1,107,634.00	41.6
Hysham	1,080,042.00	50.7
Blue Sky	1,052,508.63	44.4
Nashua	1,043,330.00	54.9
Joplin-Inverness	1,029,963.23	36.9
Stanford	994,785.00	36.2
Bainville	985,935.00	41.9
Westby	980,000.00	43.3
Opheim	958,836.16	40.0
Hobson	957,750.71	51.2
Winifred	956,745.92	44.7
Dutton	941,000.00	36.6
Belfry	833,590.78	57.0
Whitewater	827,092.92	50.8
Roberts	777,445.54	50.3
Harrison	751,838.00	57.5
Lima	720,291.90	49.0
Ryegate	700,360.00	45.2
Winnett	683,000.00	32.5
Outlook	682,095.89	34.0
Peerless	679,424.00	37.3
Custer	661,508.22	51.8
Lavina	638,982.00	23.6
Brady	621,431.88	43.0
Flaxville	551,761.00	-
Roy	549,694.00	45.5
Manhattan Christian	-	-
Average	**1,039,822.82**	**41.5**

Teacher/Enrollment Ratio - All Districts

Elementary	1:00	High School	1:00	K-12	1:00
Gardiner	16.5	Park City	12.6	Twin Bridges	13.9
Melstone	15.8	Chester	12.55	Victor	12.9
Rocky Boy	15.5	Charlo	12.5	West Yellowstone	12.6
Grass Range	15.2	Gardiner	11.4	Scobey	12.4
Park City	15.2	Savage	11.3	Lavina	12.3
Kremlin-Gildford	15.0	Hot Springs	10.8	Philipsburg	12.3
Charlo	14.9	Joliet	10.7	Lincoln	12.1
Big Sandy	14.9	Geraldine	10.2	Roberts	10.7
Hot Springs	14.9	White Sulphur Sprgs	10.10	Northern Cheyenne	10.7
Arlee	14.7	Drummond	9.87	Alberton	10.7
Heart Butte	14.3	Arlee	9.76	Wibaux	10.4
Savage	14.2	Grass Range	9.70	Blue Sky	10.1
Belt	13.4	Harlowton	9.7	Dutton	9.98
Chester	13.3	Power	9.70	Bridger	9.83
Harlowton	13.3	Shields Valley	9.40	Stanford	9.8
Denton	13.2	Highwood	9.3	Medicine Lake	9.75
Dodson	13.1	Heart Butte	9.06	St. Regis	9.67
Circle	12.7	Augusta	8.6	Hysham	9.28
Fairview	12.7	Valier	8.5	Nashua	9.28
Drummond	12.6	Culbertson	8.5	Hobson	9.07
White Sulphur Sprgs	12.4	Circle	8.23	Ryegate	8.61
Joliet	11.8	Fairview	8.21	Harrison	8.53
Power	11.8	Belt	7.75	Winnett	8.16
Culbertson	11.3	Broadview	7.71	Winifred	8.1
Augusta	11.2	Saco	7.60	Bainville	8.0
Broadview	11.2	Ekalaka	7.5	Lima	7.93
Shields Valley	11.1	Dodson	7.4	Joplin-Inverness	7.75
Froid	10.8	Rocky Boy	7.2	Belfry	7.69
Valier	10.5	Richey	6.9	Custer	7.34
Hinsdale	10.3	Big Sandy	6.87	Plevna	7.32
Highwood	10.2	Kremlin-Gildford	6.80	Whitewater	6.9
Willow Creek	9.90	Rapelje	6.7	Brady	6.87
Ekalaka	9.5	Denton	6.1	Roy	6.61
Frazer	9.0	Rosebud	5.7	Opheim	6.6
Rosebud	9.0	Melstone	5.20	Westby	5.9
Moore	8.80	Moore	5.20	Outlook	5.57
Saco	8.20	Hinsdale	4.2	Flaxville	4.60
Geraldine	7.70	Frazer	4.1	Peerless	4.17
Rapelje	6.80	Froid	3.5	Manhattan Christian	-
Richey	6.80	Willow Creek	3.3		
Fromberg	-	Fromberg	-		
Average	**12.09**	**Average**	**8.26**	**Average**	**9.061**

Teacher Salaries Ranked by Base Salary - All Districts

School	Base Salary	Average Salary
Philipsburg*	21,884	35,619
Outlook*	21,000	21,138
Savage	19,500	31,765
Highwood	18,610	25,775
Ekalaka	18,000	23,500
Rocky Boy	26,182	36,935
Valier	19,450	29,173
Charlo	19,494	28,608
Augusta	19,000	23,864
Joliet	18,425	26,394
Dodson	18,500	27,732
Denton	18,615	25,453
Opheim*	19,500	25,589
Whitewater*	19,594	28,004
Westby*	19,066	29,050
Lincoln*	19,800	25,833
Stanford*	18,300	22,561
Northern Cheyenne*	20,000	24,000
Manhattan Christian*	19,381	25,667
Hot Springs	20,532	28,555
Heart Butte	20,409	27,504
Scobey*	20,197	34,258
St. Regis*	20,150	28,586
West Yellowstone*	20,073	30,277
Arlee	20,035	31,018
Frazer	20,000	27,962
Twin Bridges*	19,989	30,497
Alberton*	19,946	34,890
Belt	19,915	27,822
Nashua*	19,897	31,807
Victor*	19,805	23,692
Medicine Lake*	19,750	30,220
Gardiner	19,670	29,883
Park City	19,648	30,502
Bainville*	19,500	29,500
Custer*	19,500	24,922
Chester	19,477	27,987
Culbertson	19,400	28,359
Hysham*	19,400	28,124
Melstone	19,300	25,693
Hinsdale	19,200	23,702
Plevna*	19,200	27,136
Saco	19,200	22,676

School	Base	Average
Blue Sky*	19,100	27,501
Harlowton	19,100	25,327
Ryegate*	19,100	24,000
Froid	19,000	24,029
Fromberg	19,000	24,452
Harrison*	19,000	22,055
Power	19,000	26,076
Wibaux*	19,000	28,019
Lima*	18,896	25,210
Flaxville*	18,758	22,892
Hobson*	18,749	26,759
Geraldine	18,700	25,780
Kremlin-Gildford	18,700	24,703
Rapelje	18,700	23,056
Shields Valley	18,684	24,826
Fairview	18,660	31,731
Broadview	18,650	26,955
Roberts*	18,550	24,138
Brady*	18,500	21,274
Moore	18,500	28,012
Peerless*	18,500	21,183
Winifred*	18,465	25,103
Grass Range	18,360	26,255
Dutton*	18,310	23,164
Big Sandy	18,306	27,900
Circle	18,300	30,835
Drummond	18,300	27,093
White Sulphur Springs	18,300	23,928
Winnett*	18,300	not given
Lavina*	18,200	23,892
Joplin-Inverness*	18,100	25,524
Rosebud	18,100	24,409
Bridger*	18,000	24,000
Richey	18,000	25,224
Belfry*	17,950	27,436
Roy*	17,800	22,289
Willow Creek	17,000	18,970
Average	**19,164**	**26,661**

*K-12 districts

Highest Salary on Negotiated Schedule

School	Highest Salary On Negotiated Contract	Highest Salary Actually Paid
Rocky Boy	51,585	49,824
Philipsburg*	46,088	16,088
Froid	45,000	45,000
Hot Springs	44,833	38,241
Drummond	43,799	36,675
St. Regis*	42,919	36,754
Belt	41,556	55,500
Savage	40,913	38,036
Alberton*	40,730	40,730
Arlee	40,251	50,251
Lincoln*	39,618	38,576
Saco	39,206	37,730
Fairview	38,661	38,661
Blue Sky*	38,513	38,513
Scobey*	38,253	38,253
Heart Butte	38,242	38,242
Twin Bridges*	38,039	36,200
Dutton*	37,916	37,916
Melstone	37,905	36,284
Charlo	37,525	37,525
Circle	37,296	37,296
Plevna*	37,240	37,240
Nashua*	37,153	37,153
Medicine Lake*	37,082	36,244
Brady*	36,854	31,080
Bridger*	36,738	35,064
Frazer	36,720	36,720
Chester	36,617	37,182
Valier	36,502	36,502
Fromberg	36,435	33,587
Culbertson	36,239	36,239
Winifred*	36,108	39,698
Harlowton	35,989	35,989
Belfry*	35,936	35,963
Wibaux*	35,900	35,900
Custer*	35,572	33,876
Power	35,492	35,492
White Sulphur Sprin	35,374	34,477
Bainville*	35,370	34,560
Joplin-Inverness*	35,335	35,335
Geraldine	35,200	40,028
Highwood	35,120	35,120
Ryegate*	34,943	34,943
Hinsdale	34,600	34,025
Hysham*	34,513	34,513
Broadview	34,503	33,906
Big Sandy	34,415	34,415
Whitewater*	34,387	34,387
Joliet	34,363	34,363
Park City	34,298	34,298
Stanford*	34,180	34,180
Hobson	34,180	36,580
Dodson	34,098	32,098
Kremlin-Gildford	33,978	33,978
Augusta	33,611	32,756
Victor*	33,605	31,980
Manhattan Christian*	33,500	33,500
Moore	32,467	32,467
Denton	32,316	32,316
Ekalaka	32,148	32,148
Shields Valley	32,118	32,118
Westby*	31,726	36,614
Outlook*	31,500	30,100
Opheim*	31,337	33,808
Winnett*	30,900	30,900
Grass Range	30,855	30,855
Rapelje	30,855	29,565
Roy*	30,794	28,249
Rosebud	30,440	30,900
Northern Cheyenne*	30,400	30,400
Harrison*	30,300	30,300
Lavina*	30,212	30,212
Roberts*	29,165	29,165
Gardiner	28,710	38,410
Flaxville	28,142	28,142
Peerless*	25,800	25,350
Willow Creek	25,172	22,559
Lima*	24,315	34,315
West Yellowstone*	not given	42,173
Average	**35,393**	**35,148**

**K-12 districts*

Summary of Staff Hourly Wages

Job Description	Minimum Hrly Rate (Average)	Maximum Hrly Rate (Average)
Instructional Aide	6.91	9.58
Chapter I Aides	7.21	8.14
Special Ed Aides	6.67	7.90
School Clerk	10.54	11.85
Secretary	7.77	9.08
Maintenance	8.91	11.53
Custodian	9.26	9.08
Asst. Custodian	7.20	7.84
Head Cook	8.83	9.47
Asst. Cook	6.74	7.54
Dishwasher	5.67	9.1
Bus Driver	9.50	11.81

Summary of Amount Paid Above Salary for Extra Duty Items (per year)

Job Description	Minimum Salary	Maximum Salary
Supervising Teacher	1000.00	2400.00
Librarian	800	
Annual Advisor	300.00	2646.00
School Plays	116.00	1600.00
School Paper	324.00	1232.00
Debate and Speech	1000.00	2225.00
Cheerleader Advisor	200.00	2729.00
Pep club	116.00	2877.00
Concessions	306.00	1750.00
Ticket Sales (per hour or event)	5.00 per event	35.00 per event
Senior Class	50.00	1706.00
Junior class	116.00	3212.00
Band Director	841.50	4215.00
Choir Director	196.00	1900.00
Drill Team	210.00	1150.00
FHA	116.00	1750.00
FFA	275.00	8508.00
Driver's Education	800.00	5586.50
Athletic Director	325.00	7000.00
Football, Head coach	1334.00	2877.00
Football, Asst coach	710.00	2034.00
Volleyball Coach	1665.00	2877.00
Girls BaskeHead Coach	1425.00	2877.00
Girls Basketball, Asst. Coach	780.00	2034.00
Boys Basketball, Head Coach	1728.00	2911.00
Boys Basketball, Asst. Coach	780.00	2911.00
Basketball, Elementary	283.00	1660.00
Wrestling, Head Coach	not given	2877.00
Girls/Boys Head Coach	350.00	2470.00
Girls/Boys Track, Head Coach	500.00	2308.00
Girls/Boys Track	227.00	1660.00

THE
CLASS "C" SURVEY

APPENDIX

Wages and Salary for Staff and Extra-Duty Pay Items

Listed by School

ALBERTON

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.64	7.17
Chapter I Aides (per hr)	10.50	10.50
Special Ed Aides (per hr)	10.50	10.50

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		13.60	Years in position 23
Secretary (per hr)		9.40	Years in position 8
Maintenance Person (per hr)		12.71	Years in position 20
Custodian (per hr)		6.75	Years in position 1
Assistant Custodian (per hr)		6.75	
Head Cook (per hr)		9.53	Years in position 4
Assistant Cooks (per hr)		6.33	1
Dishwasher (per hr)			
Bus Driver (per hr)	8.15	14.10	Years in position 4/25

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	0	Years in position ____
Librarian	0	Years in position ____
Annual / Yearbook Advisor	0	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor	0	Extra duty ___ *or* Duties done during contracted day ___
School Plays	698.50	
Debate & Speech	0	
Cheerleader Advisor	0	
Pep Club	0	
Concessions	0	
Ticket Sales (hours/event)	15.50	Per hour? ___ *or* Per event? ✓
Senior Class Advisor	698.50	
Junior Class Advisor	698.00	
Band Director	3131.52	
Choir Director	1000.00	
Drill Team	0	
FFA	0	
FHA	0	
VICA	0	
Driver's Education	12 an hour	Years in position 1
Athletic Director **	3300	Extra duty ✓ *or* Duties done during contracted day ✓ (B.44)
Football, Head Coach	2394	Years in position 4
Football, Asst. Coach	1695	
Volleyball, Head Coach	2394	
Girls' Basketball, Head Coach	2852	Years in position 16
Girls' Basketball, Asst. Coach	2453	
Girls' Baseball Coach	—	
Boys' Basketball, Head Coach	2852	Years in position 1
Boys' Basketball, Asst. Coach	2453	
Boys' Baseball Coach	—	Years in position ____
Basketball Elementary	1306	
Wrestling, Head Coach	—	Years in position ____
Wrestling, Asst. Coach	—	
Girls' Track, Head Coach	2394	Years in position ____
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	2394	Years in position ____
Boys' Track, Asst. Coach	1695	
Track, Elementary	678	
Girls' Softball, Head Coach	—	Years in position ____
Soccer, Head Coach	____	Years in position ____

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	11.33
Chapter I Aides (per hr)	10.33	10.58
Special Ed Aides (per hr)	7.83	8.08

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	9.58	12.99	Years in position 1 to 17
Secretary (per hr)	9.33	10.58	Years in position 2 to 22
Maintenance Person (per hr)	_____	11.50	Years in position 3 mos.
Custodian (per hr)	8.33	10.33	Years in position 1 to 27 years
Assistant Custodian (per hr)	_____	_____	
Head Cook (per hr)	_____	11.33	Years in position 4
Assistant Cooks (per hr)	10.08	10.33	
Dishwasher (per hr)	7.58	10.33	
Bus Driver (per hr)	_____	8.52	Years in position 6 to 18

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor / BPA	1750.00	Extra duty x or Duties done during contracted day ___
Newspaper Advisor	_____	Extra duty ___ or Duties done during contracted day ___
School Plays	1600.00	
Debate & Speech	_____	All are by the negotiated agreement:
Cheerleader Advisor	_____	0 to 5 years from 750 to 2400 depending
Pep Club	_____	upon the position.
Concessions	_____	
Ticket Sales (hours/event)	15.00	Per hour? ___ or Per event? x
Senior Class Advisor	_____	
Junior Class Advisor	_____	
Band Director	(2150.00 & asst. $800.)	
Choir Director	(_____)	
Drill Team	_____	
FFA	_____	
FHA	1750.00	
VICA	_____	
Driver's Education (semester)	1949.93	Years in position 2
Athletic Director **	4400.00	Extra duty x or Duties done during contracted day ___
Football, Head Coach	2400.00	Years in position 5
Football, Asst. Coach	1800.00	(1650.00)
Volleyball, Head Coach	2350.00	
Girls' Basketball, Head Coach	2400.00	Years in position 3
Girls' Basketball, Asst. Coach	1650.00	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	2250.00	Years in position 1
Boys' Basketball, Asst. Coach	1650.00	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	800.00	
Wrestling, Head Coach	2400.00	Years in position 2
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach G&B	2300.00	Years in position 6
Girls' Track, Asst. Coach G&B	1850.00	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach G&B	1850.00	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.15	
Chapter I Aides (per hr)	5.15	
Special Ed Aides (per hr)	5.15	

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	5.86	[illegible]	Years in position 27
Secretary (per hr)			Years in position
Maintenance Person (per hr)			Years in position
Custodian (per hr)	5.22	5.74	Years in position
Assistant Custodian (per hr)	4.50	4.62	
Head Cook (per hr)		4.41	Years in position
Assistant Cooks (per hr)		3.72	
Dishwasher (per hr)			
Bus Driver (per hr)	11.42	[illegible]	Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ or Duties done during contracted day ✓
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays	572	
Debate & Speech		
Cheerleader Advisor	1900	
Pep Club		
Concessions	260	
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director	1210	
Choir Director		
Drill Team		
FFA	2090	
FHA		
VICA		
Driver's Education	11.42/hr	Years in position
Athletic Director **	3092	Extra duty ✓ or Duties done during contracted day ___
Football, Head Coach	2210	Years in position 3
Football, Asst. Coach	1530	
Volleyball, Head Coach	2210	
Girls' Basketball, Head Coach	3040	Years in position 2
Girls' Basketball, Asst. Coach	1520	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	3040	Years in position 2
Boys' Basketball, Asst. Coach	1520	
Boys' Baseball Coach		Years in position
Basketball Elementary	260	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1045	Years in position 20
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	1045	Years in position 20
Boys' Track, Asst. Coach		
Track, Elementary	260	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage 4-11 %

BAINVILLE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	7.35	7.60
Chapter I Aides (per hr)	7.35	7.60
Special Ed Aides (per hr)	7.35	7.60

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		10.60	Years in position 9
Secretary (per hr)		10.90	Years in position 23
Maintenance Person (per hr)		13.00	Years in position 10
Custodian (per hr)	7.35	7.35	Years in position
Assistant Custodian (per hr)			
Head Cook (per hr)		9.60	Years in position 5
Assistant Cooks (per hr)		7.35	
Dishwasher (per hr)			
Bus Driver (per hr)	12.70	15.34	Years in position 15

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day X
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day X
School Plays		
Debate & Speech		
Cheerleader Advisor	1365	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor	195	
Junior Class Advisor	195	
Band Director	1170	
Choir Director		
Drill Team		
FFA	1170	
FHA		
VICA		
Driver's Education	12,000/yr	Years in position 1
Athletic Director **	1222	Extra duty ✓ *or* Duties done during contracted day ✓
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach	1755	
Girls' Basketball, Head Coach	1755	Years in position 14
Girls' Basketball, Asst. Coach	780	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1755	Years in position 5
Boys' Basketball, Asst. Coach	780	
Boys' Baseball Coach		Years in position
Basketball Elementary	780	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	780	Years in position 14
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	780	Years in position 14
Boys' Track, Asst. Coach		
Track, Elementary	487.50	
Girls' Softball, Head Coach		Years in position 10
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

BELFRY

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		11.77	Years in position 15
Secretary (per hr)		9.75	Years in position 6
Maintenance Person (per hr)		13.00	Years in position 20
Custodian (per hr)		6.97	Years in position
Assistant Custodian (per hr)		6.00	
Head Cook (per hr)		7.82	Years in position 12
Assistant Cooks (per hr)		6.82	
Dishwasher (per hr)			
Bus Driver (per hr)		15.41	Years in position 16

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	672.50	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	420	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	1,400	Years in position 6
Athletic Director **	3,440	Extra duty ___ or Duties done during contracted day ___
Football, Head Coach	1,732.50	Years in position 1
Football, Asst. Coach	920.50	
Volleyball, Head Coach	1,284.00	
Girls' Basketball, Head Coach	1,732.50	Years in position 1
Girls' Basketball, Asst. Coach	920.50	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1,554	Years in position 2
Boys' Basketball, Asst. Coach	920	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1,554	Years in position
Girls' Track, Asst. Coach	920	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

10% of Base HS Coaches
6% of Base Asst Coaches
plus 6% for each additional year

* If a percentage of base salary, please indicate that percentage _____ %.

BEST COPY AVAILABLE

BELT

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	4.81	6.58
Chapter I Aides (per hr)	4.00	6.50
Special Ed Aides (per hr)	3.65	7.55

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		7.66	Years in position 15
Secretary (per hr)		7.66	Years in position 3
Maintenance Person (per hr)		10.46	Years in position 22
Custodian (per hr)		8.22	Years in position 2
Assistant Custodian (per hr)			
Head Cook (per hr)		6.37	Years in position 7
Assistant Cooks (per hr)		5.80	
Dishwasher (per hr)		4.87	
Bus Driver (per hr)	7.16	12.87	Years in position 10

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	.070	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays - DRAMA	.053	
Debate & Speech		
Cheerleader Advisor	.013	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director	.110	
Choir Director	.113	
Drill Team		
FFA		
FHA	.059	
VICA	.059	
Driver's Education	1,371.18	Years in position 18
Athletic Director **		Extra duty ___ or Duties done during contracted day ___
Football, Head Coach	.152	Years in position
Football, Asst. Coach	.090	
Volleyball, Head Coach	.113	
Girls' Basketball, Head Coach	.133	Years in position
Girls' Basketball, Asst. Coach	.090	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	.176	Years in position
Boys' Basketball, Asst. Coach	.090	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	.152	Years in position
Girls' Track, Asst. Coach	.090	
Boys' Track, Head Coach	.152	Years in position
Boys' Track, Asst. Coach	.090	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

42

* If a percentage of base salary, please indicate that percentage All stipends are %.
paid on % of base - I have indicated next to each activity.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	[illegible]	[illegible]
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		[illegible]	Years in position [illegible]
Secretary (per hr)		[illegible]	Years in position [illegible]
Maintenance Person (per hr)		[illegible]	Years in position [illegible]
Custodian (per hr)		[illegible]	Years in position [illegible]
Assistant Custodian (per hr)		[illegible]	
Head Cook (per hr)		[illegible]	Years in position [illegible]
Assistant Cooks (per hr)		[illegible]	
Dishwasher (per hr)			
Bus Driver (per hr)	[illegible]	[illegible]	Years in position [illegible]

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	[illegible]	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays	[illegible]	
Debate & Speech	[illegible]	
Cheerleader Advisor	[illegible]	
Pep Club		
Concessions	[illegible]	
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor	[illegible]	
Junior Class Advisor	[illegible]	
Band Director	[illegible]	
Choir Director		
Drill Team		
FFA	[illegible]	
FHA		
VICA		
Driver's Education	[illegible]	Years in position [illegible]
Athletic Director **	[illegible]	Extra duty ___ or Duties done during contracted day ___
Football, Head Coach	[illegible]	Years in position
Football, Asst. Coach	[illegible]	
Volleyball, Head Coach	[illegible]	
Girls' Basketball, Head Coach	[illegible]	Years in position [illegible]
Girls' Basketball, Asst. Coach	[illegible]	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	[illegible]	Years in position [illegible]
Boys' Basketball, Asst. Coach	[illegible]	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach	[illegible]	Years in position [illegible]
Wrestling, Asst. Coach	[illegible]	
Girls' Track, Head Coach		Years in position
Girls' Track, Asst. Coach	[illegible]	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

BLUE SKY

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		6.76
Chapter I Aides (per hr)	N/A	N/A
Special Ed Aides (per hr)		6.65

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		7.14	Years in position 1
Secretary (per hr)		7.65	Years in position
Maintenance Person (per hr)		5.60	Years in position 18
Custodian (per hr)			Years in position
Assistant Custodian (per hr)		5.00	
Head Cook (per hr)		7.65	Years in position 5
Assistant Cooks (per hr)		6.75	
Dishwasher (per hr)			
Bus Driver (per hr)		7.25	Years in position 5

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	766	Extra duty ___ or Duties done during contracted day X
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays	300	
Debate & Speech	200	
Cheerleader Advisor		
Pep Club	250	
Concessions	600	
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director	200	
Choir Director		
Drill Team	300	
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	2300	Extra duty X or Duties done during contracted day X Both
Football, Head Coach	2300	Years in position 3
Football, Asst. Coach	1350	
Volleyball, Head Coach	2300	
Girls' Basketball, Head Coach	2300	Years in position 2
Girls' Basketball, Asst. Coach	1350	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2300	Years in position 1
Boys' Basketball, Asst. Coach	1350	
Boys' Baseball Coach		Years in position
Basketball Elementary	750	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Boys/ Girls' Track, Head Coach	1200	Years in position 1
Boys/ Girls' Track, Asst. Coach	1150	
[illegible]		Years in position
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage N/A %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	4.35	5.40
Chapter I Aides (per hr)	6.35	8.98
Special Ed Aides (per hr)	6.35	8.98

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	7.83	14.37	Years in position 12
Secretary (per hr)	6.11	9.33	Years in position 13
Maintenance Person (per hr)	10.27	16.61	Years in position 13
Custodian (per hr)	10.27	16.61	Years in position 13
Assistant Custodian (per hr)	6.35	8.56	
Head Cook (per hr)	7.83	10.37	Years in position 15
Assistant Cooks (per hr)	5.19	7.83	
Dishwasher (per hr)			
Bus Driver (per hr)	6.35	9.75	Years in position 15

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	4	Years in position ____
Librarian	____	Years in position ____
Annual / Yearbook Advisor	____	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor	____	Extra duty ___ or Duties done during contracted day ___
School Plays	____	
Debate & Speech	1,512.30	
Cheerleader Advisor	1,050.12	
Pep Club	126.76	
Concessions	____	
Ticket Sales (hours/event)	____	Per hour? 5.15 or Per event? ___
Senior Class Advisor	548.00	
Junior Class Advisor	230.21	
Band Director	1,280.79	
Choir Director	____	
Drill Team	____	
FFA	____	
FHA	____	
VICA	____	
Driver's Education	____	Years in position ____
Athletic Director **	2,075.60	Extra duty ___ or Duties done during contracted day ___
Football, Head Coach	2,761.34	Years in position 18
Football, Asst. Coach	1,151.97	
Volleyball, Head Coach	____	
Girls' Basketball, Head Coach	1,451.33	Years in position 6
Girls' Basketball, Asst. Coach	1,826.25	
Girls' Baseball Coach	____	
Boys' Basketball, Head Coach	2,110.24	Years in position 2
Boys' Basketball, Asst. Coach	1,277.61	
Boys' Baseball Coach	____	Years in position ____
Basketball Elementary	1027.60	
Wrestling, Head Coach	____	Years in position ____
Wrestling, Asst. Coach	____	
Girls' Track, Head Coach	____	Years in position ____
Girls' Track, Asst. Coach	____	
Boys' Track, Head Coach	726.25	Years in position 0 shared
Boys' Track, Asst. Coach	____	
Track, Elementary	393.06	shared
Girls' Softball, Head Coach	____	Years in position ____
Soccer, Head Coach	____	Years in position ____

* If a percentage of base salary, please indicate that percentage _____ %.

BRIDGER

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.40	[illegible]
Chapter I Aides (per hr)	5.40	6.40
Special Ed Aides (per hr)	5.40	6.15

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	6.25	12.3[illegible]	Years in position 15
Secretary (per hr)	5.40	6.16	Years in position 3
Maintenance Person (per hr)	6.[illegible]	9.35	Years in position 15
Custodian (per hr)	6.00	6.50	Years in position 3
Assistant Custodian (per hr)	N/A		
Head Cook (per hr)	6.25	8.51	Years in position 13
Assistant Cooks (per hr)	5.40	6.16	
Dishwasher (per hr)	5.40	6.40	
Bus Driver (per hr)	8.15	12.25	Years in position 25

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	N/A	Years in position ___
Librarian	34,600	Years in position 28
Annual / Yearbook Advisor	875.	Extra duty ___ or Duties done during contracted day 1
Newspaper Advisor	N/A	Extra duty ___ or Duties done during contracted day ___
School Plays	875.	
Debate & Speech	N/A	
Cheerleader Advisor	N/A	
Pep Club	875	
Concessions	1250	
Ticket Sales (hours/event)	N/A	Per hour? ___ or Per event? ___
Senior Class Advisor	350	
Junior Class Advisor	350	
Band Director	22.75.	
Choir Director		
Drill Team	N/A	
FFA	2100	
FHA	2100	
VICA	N/A	
Driver's Education	15.49/hr	Years in position 2
Athletic Director **	2480	Extra duty ___ or Duties done during contracted day 1
Football, Head Coach	2275	Years in position 2
Football, Asst. Coach	1400	
Volleyball, Head Coach	2626	
Girls' Basketball, Head Coach	2625	Years in position ___
Girls' Basketball, Asst. Coach	1750	
Girls' Baseball Coach	N/A	
Boys' Basketball, Head Coach	2625	Years in position 1
Boys' Basketball, Asst. Coach	1750	
Boys' Baseball Coach	N/A	Years in position ___
Basketball Elementary	1225	
Wrestling, Head Coach	N/A	Years in position ___
Wrestling, Asst. Coach	N/A	
Girls' Track, Head Coach		Years in position 13 > combined 1750.
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position ___
Boys' Track, Asst. Coach		combined 1400.
Track, Elementary	1225.	
Girls' Softball, Head Coach	N/A	Years in position ___
Soccer, Head Coach	N/A	Years in position ___

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	3.50	3.90
Chapter I Aides (per hr)	N/A	N/A
Special Ed Aides (per hr)	11.10	9.10

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	11.10	11.40	Years in position 6
Secretary (per hr)	8.40	8.40	Years in position 6
Maintenance Person (per hr)	11.10	11.10	Years in position
Custodian (per hr)	11.10	11.10	Years in position 6
Assistant Custodian (per hr)	8.10	8.10	
Head Cook (per hr)	9.40	9.40	Years in position 8
Assistant Cooks (per hr)	8.10	8.10	
Dishwasher (per hr)			
Bus Driver (per hr)	9.00	10.30	Years in position 0-4yrs

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	400	Years in position 2+2 yrs.
Librarian	N/A	Years in position
Annual / Yearbook Advisor	300	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor	N/A	Extra duty ___ or Duties done during contracted day ___
School Plays	N/A	
Debate & Speech	N/A	
Cheerleader Advisor	1000.00	Sept(varsity) Dec(varsity) Feb(varsity) Mar(varsity) Jr. Varsity & Mini Mini
Pep Club	N/A	
Concessions	N/A	
Ticket Sales (hours/event)	N/A	Per hour? ___ or Per event? ___
Senior Class Advisor	N/A	
Junior Class Advisor	N/A	
Band Director	1200	for festival and concert
Choir Director		
Drill Team	N/A	
FFA	N/A	
FHA	N/A	
VICA	N/A	
Driver's Education	2,000.00	Years in position 11
Athletic Director **	400	Extra duty ___ or Duties done during contracted day ___
Football, Head Coach	2000	Years in position 3
Football, Asst. Coach	1000	
Volleyball, Head Coach	2100	
Girls' Basketball, Head Coach	2100	Years in position 3
Girls' Basketball, Asst. Coach	1000	
Girls' Baseball Coach	N/A	
Boys' Basketball, Head Coach	2100	Years in position 2
Boys' Basketball, Asst. Coach	1000	
Boys' Baseball Coach	N/A	Years in position
Basketball Elementary	200	per season
Wrestling, Head Coach	N/A	Years in position
Wrestling, Asst. Coach	N/A	
Girls' Track, Head Coach	2100	Years in position 2 *Beyond 2 for both boys + girls
Girls' Track, Asst. Coach	900	
Boys' Track, Head Coach	X	Years in position See girls head
Boys' Track, Asst. Coach	900	
Track, Elementary	1000	
Girls' Softball, Head Coach	N/A	Years in position
Soccer, Head Coach	N/A	Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

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CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		8.00

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		12.00	Years in position
Secretary (per hr)		10.80	Years in position
Maintenance Person (per hr)		12.29	Years in position
Custodian (per hr)			Years in position
Assistant Custodian (per hr)			
Head Cook (per hr)			Years in position
Assistant Cooks (per hr)			
Dishwasher (per hr)			Years in position
Bus Driver (per hr)			

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian	26,930	Years in position 3
Annual / Yearbook Advisor		Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	2,722	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director	2,330	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	2,000	Extra duty ___ or Duties done during contracted day X
Football, Head Coach	2,830	Years in position
Football, Asst. Coach	1,930	
Volleyball, Head Coach	2,360	
Girls' Basketball, Head Coach	2,920	Years in position
Girls' Basketball, Asst. Coach	1,930	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2,830	Years in position
Boys' Basketball, Asst. Coach	1,930	
Boys' Baseball Coach		Years in position
Basketball Elementary	1,660	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	2,920	Years in position
Girls' Track, Asst. Coach	1,930	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	1,660	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.45	6.92
Chapter I Aides (per hr)	6.23	6.23
Special Ed Aides (per hr)	6.23	6.36

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	12.88	12.88	Years in position 10
Secretary (per hr)	7.50	10.35	Years in position 11
Maintenance Person (per hr)	12.47	13.47	Years in position 5
Custodian (per hr)	7.85	9.85	Years in position 9
Assistant Custodian (per hr)			
Head Cook (per hr)	8.75	8.75	Years in position 1
Assistant Cooks (per hr)	6.52	6.52	
Dishwasher (per hr)	6.62	6.62	
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian	33,984	Years in position 8
Annual / Yearbook Advisor	560	Extra duty ✓ or Duties done during contracted day
Newspaper Advisor	560	Extra duty or Duties done during contracted day ✓
School Play	544	
Debate & Speech		
Cheerleader Advisor	1370	
Pep Club	2877	
Concessions		
Ticket Sales (hours/event)	6.00	Per hour? ✓ or Per event?
Senior Class Advisor	546	
Junior Class Advisor	351	
Band Director	2877	
Choir Director	1229	
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	13/HR	Years in position 15
Athletic Director **		Extra duty or Duties done during contracted day ✓ Principal Duty
Football, Head Coach	2877	Years in position 12
Football, Asst. Coach	2074	
Volleyball, Head Coach	2877	
Girls' Basketball, Head Coach	2877	Years in position 2
Girls' Basketball, Asst. Coach	2074	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2877	Years in position 2
Boys' Basketball, Asst. Coach	2074	
Boys' Baseball Coach		Years in position
Basketball Elementary	333	
Wrestling, Head Coach	2877	Years in position 15
Wrestling, Asst. Coach		
Girls' Track, Head Coach	2074	Years in position 15
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	2074	Years in position 12
Boys' Track, Asst. Coach		
Track, Elementary	592	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

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CIRCLE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		7.54
Chapter I Aides (per hr)		10.10
Special Ed Aides (per hr)	6.13	9.16

NON-CERTIFIED STAFF SURVEY (Per Hour Wage) ( ) yrs. in position

	Minimum	Maximum	
School Clerk (per hr)		12.97	Years in position 11
Secretary (per hr)	6.66 (2)	10.88	Years in position 22
Custodian Maintenance Person (per hr)		7.75	Years in position 16
Custodian (per hr)		9.03	Years in position 11
Assistant Custodian (per hr)	6.30 (2)	6.60	3
Head Cook (per hr)		10.65	Years in position 23
Assistant Cooks (per hr)		6.30	1
Dishwasher (per hr)		5.25	1
Bus Driver (per hr)	N/A Contracted		Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS * % of base

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	4	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays	4	
Debate & Speech	4	
Cheerleader Advisor	3	
Pep Club		
Concessions		
Ticket Sales (hours/event)	$ 12	Per hour? ___ or Per event? X
Senior Class Advisor		
Junior Class Advisor	3	
Band Director Pep, Festival	11	
Choir Director	6	
Drill Team		
FFA		
FHA	4	
VICA		
Driver's Education	$ 15/hr	Years in position
Athletic Director **	10	Extra duty ___ or Duties done during contracted day X
Football, Head Coach	10	Years in position 5
Football, Asst. Coach	6	
Volleyball, Head Coach	10	
Girls' Basketball, Head Coach	10	Years in position 4
Girls' Basketball, Asst. Coach	6	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	12	Years in position 1
Boys' Basketball, Asst. Coach	6	
Boys' Baseball Coach		Years in position
Basketball Elementary	7	
Wrestling, Head Coach	10	Years in position 2
Wrestling, Asst. Coach		
Girls' Track, Head Coach	10	Years in position
Girls' Track, Asst. Coach	5	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	5	
Girls' Softball, Head Coach		Years in position . 50
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage listed %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	7.57	8.10 (Actual)
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	6.12	6.12

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	10.05		Years in position 6
Secretary (per hr)	7.18	7.18	Years in position 5 • 7
Maintenance Person (per hr)	9.16		Years in position 4
Custodian (per hr)	10.16		Years in position 13
Assistant Custodian (per hr)	7.87		
Head Cook (per hr)	9.90		Years in position 17
Assistant Cooks (per hr)	7.16		
Dishwasher (per hr)	6.15	6.58	
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	300.00	Extra duty ___ *or* Duties done during contracted day ✓
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	225.00	
Debate & Speech	225.00	
Cheerleader Advisor	225.00	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor	250.00	
Junior Class Advisor	300.00	
Band Director	1000.00	
Choir Director	200.00	
Drill Team		
FFA	1200.00	
FHA		
VICA		
Driver's Education	12%/hr	Years in position
Athletic Director **	2750	Extra duty ✓ *or* Duties done during contracted day ✓
Football, Head Coach	1000.00	Years in position
Football, Asst. Coach	500.00	
Volleyball, Head Coach	2000.00	
Girls' Basketball, Head Coach	3000.00	Years in position
Girls' Basketball, Asst. Coach	1500.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	3000.00	Years in position
Boys' Basketball, Asst. Coach	1500.00	
Boys' Baseball Coach		Years in position
Basketball Elementary	700.00	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1500.00	Years in position
Girls' Track, Asst. Coach	1000.00	
Boys' Track, Head Coach	1500.00	Years in position
Boys' Track, Asst. Coach	1000.00	
Track, Elementary	700.00	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CUSTER

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)	7.46	
Special Ed Aides (per hr)	7.46	

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	10.72		Years in position ____
Secretary (per hr)	5.60		Years in position ____
Maintenance Person (per hr)	10.50		Years in position ____
Custodian (per hr)			Years in position ____
Assistant Custodian (per hr)	5.75		
Head Cook (per hr)	6.84		Years in position ____
Assistant Cooks (per hr)	5.50		
Dishwasher (per hr)			
Bus Driver (per hr)	11.39	14.78	Years in position ____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	1270	Years in position ____
Librarian		Years in position ____
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	1270	
Pep Club		
Concessions		
Ticket Sales (hours/event)	5.15	Per hour? X *or* Per event? ___
Senior Class Advisor	100	
Junior Class Advisor	195	
Band Director	1270	
Choir Director		
Drill Team		
FFA	1765	
FHA		
VICA		
Driver's Education	25.77	Years in position ____
Athletic Director **	975	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	1770	Years in position ____
Football, Asst. Coach	695	
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1250	Years in position ____
Girls' Basketball, Asst. Coach	780	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1250	Years in position ____
Boys' Basketball, Asst. Coach	780	
Boys' Baseball Coach		Years in position ____
Basketball Elementary	580	
Wrestling, Head Coach		Years in position ____
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1365	Years in position ____
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	1365	Years in position ____
Boys' Track, Asst. Coach		
Track, Elementary	780	
Girls' Softball, Head Coach		Years in position ____
Soccer, Head Coach		Years in position ____

5.2

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	8.78	12.35
Chapter I Aides (per hr)	Same	
Special Ed Aides (per hr)	Same	

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		11.63	Years in position 6
Secretary (per hr)		10.42	Years in position 14
Maintenance Person (per hr)		15.21	Years in position 17
Custodian (per hr)	[redacted]	7.96	Years in position 6
Assistant Custodian (per hr)	[redacted]	7.23	" " 3
Head Cook (per hr)		9.18	Years in position 14
Assistant Cooks (per hr)		6.63	
Dishwasher (per hr)			
Bus Driver (per hr)	10.00	17.00	Years in position

Is up as head cook she was assistant cook before

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

	Supervising Teacher		Years in position
	Librarian		Years in position
4.28%	Annual / Yearbook Advisor	796.72	Extra duty ✓ or Duties done during contracted day
	Newspaper Advisor		Extra duty or Duties done during contracted day ✓
2.45%	School Plays	456.07	
10.5%	Debate & Speech	1954.59	
	Cheerleader Advisor	1366.34	
7.34%	Pep Club		
6.12%	Concessions	1139.24	
	Ticket Sales (hours/event)	15.00	Per hour? or Per event? ✓
	Senior Class Advisor		
	Junior Class Advisor		
	Band Director	1139.24	
6.12%	Choir Director		
	Drill Team		
	FFA 1.5 mo. of current year	302.50	
	FHA		
	VICA		
	Driver's Education		Years in position
4.89%	Athletic Director **	910.27	Extra duty ✓ or Duties done during contracted day ✓
	Football, Head Coach 10.5%	1954.59	Years in position
	Football, Asst. Coach 6.5	1209.98	
	Volleyball, Head Coach 10.5%	1954.59	
10.5	Girls' Basketball, Head Coach	1954.59	Years in position
6.5	Girls' Basketball, Asst. Coach	1209.98	
	Girls' Baseball Coach		
10.5	Boys' Basketball, Head Coach	1954.59	Years in position
6.5	Boys' Basketball, Asst. Coach	1209.98	
	Boys' Baseball Coach		Years in position
4%	Basketball Elementary J.H.	744.60	
	Wrestling, Head Coach		Years in position
	Wrestling, Asst. Coach		
10.5	Girls' Track, Head Coach	1954.59	Years in position
6.5	Girls' Track, Asst. Coach	1209.98	
	Boys' Track, Head Coach		Years in position
	Boys' Track, Asst. Coach		
4%	Track, Elementary J.H.	744.60	
	Girls' Softball, Head Coach		Years in position
	Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)	3.50	5.20
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	[illegible]	[illegible]	
School Clerk(grants)	22,171.00		Years in position 6 Salaried
Secretary (per hr)	10.65		Years in position 12
Maintenance Person (per hr)			Years in position
Custodian (per hr)	23899.00		Years in position 11 salaried
Assistant Custodian (per hr)	7.97		
Head Cook (per hr)	10.25		Years in position 3 11 Ass't. cook
Assistant Cooks (per hr)	6.10		
Dishwasher (per hr)			
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	875.00	Extra duty X or Duties done during contracted day
Newspaper Advisor		Extra duty or Duties done during contracted day
School Plays	350.00	
Debate & Speech	875.00	
Cheerleader Advisor	437.00	
Pep Club		
Concessions	306.50	per season
Ticket Sales (hours/event)	6.50	Per hour? Or Per event? XX
Senior Class Advisor		
Junior Class Advisor		
Band Director	875.00	
Choir Director		
Drill Team		
FFA		
FHA		
VICA	350.00	
Driver's Education	816.00	Years in position 8
Athletic Director **	963.00	Extra duty X or Duties done during contracted day
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1488.00	Years in position 1
Girls' Basketball, Asst. Coach	875.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1488.00	Years in position 1
Boys' Basketball, Asst. Coach	875.00	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1050.00	Years in position 1
Girls' Track, Asst. Coach	788.00	
Boys' Track, Head Coach	1050.00	Years in position 1
Boys' Track, Asst. Coach	788.00	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

** All Extra Duty positions increase $88.00 yearly

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DRUMMOND

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	5.15	6.13

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		14.01	Years in position 19
Secretary (per hr)		12.23	Years in position 20
Maintenance Person (per hr)			Years in position
Custodian (per hr)		12.36	Years in position 12
Assistant Custodian (per hr)			
Head Cook (per hr)		9.96	Years in position 20
Assistant Cooks (per hr)		7.73	
Dishwasher (per hr)		5.51	
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	116	
Debate & Speech		
Cheerleader Advisor	625 per season	
Pep Club	116	
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor	116	
Junior Class Advisor	116	
Band Director	1,600	
Choir Director		
Drill Team		
FFA		
FHA	231	
VICA		
Driver's Education	13	Years in position 4
Athletic Director **		Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	2,396	Years in position 18
Football, Asst. Coach	1,770	
Volleyball, Head Coach	2,396	
Girls' Basketball, Head Coach	2,513	Years in position 22
Girls' Basketball, Asst. Coach	1,886	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2,513	Years in position 12
Boys' Basketball, Asst. Coach	1,886	
Boys' Baseball Coach		Years in position
Basketball Elementary	1,546	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	2,396	Years in position 3
Boys &Girls' Track, Asst. Coach	1,886	
Boys' Track, Head Coach	other	Years in position compensation
Boys' Track, Asst. Coach		
Track, Elementary	1,371	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

DUTTON

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.15	7.95
Chapter I Aides (per hr)	5.15	7.95
Special Ed Aides (per hr)	5.15	7.95

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum		
School Clerk (per hr)		13.00	Years in position	20
Secretary (per hr)	6.76	10.44	Years in position	3 (9.45)
Maintenance Person (per hr)	8.35	13.74	Years in position	1 (8.54)
Custodian (per hr)	6.35	9.04	Years in position	1 (6.47)
Assistant Custodian (per hr)				
Head Cook (per hr)	8.25	12.74	Years in position	4 (9.86)
Assistant Cooks (per hr)	5.15	7.95		
Dishwasher (per hr)				
Bus Driver (per hr)	12.76 ~~13.20~~	15.96	Years in position	[illegible]

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position ____
Librarian		Years in position ____
Annual / Yearbook Advisor (Combined)	1082	Extra duty X or Duties done during contracted day ____
Newspaper Advisor (Combined)		Extra duty ____ or Duties done during contracted day X
School Plays	361	
Debate & Speech	1082	
Cheerleader Advisor	541	
Pep Club	541	
Concessions	1,128	
Ticket Sales (hours/event)	10 00	Per hour? ____ or Per event? X
Senior Class Advisor		
Junior Class Advisor		
Band Director	812	
Choir Director	812	
Drill Team		
FFA	1500 (includes extended contract)	
FHA	541	
VICA		
Driver's Education	$17.50/hr	Years in position 2
Athletic Director **	1082	Extra duty ____ or Duties done during contracted day X
Football, Head Coach	1624	Years in position 2
Football, Asst. Coach	1082	
Volleyball, Head Coach	1624	
Girls' Basketball, Head Coach	1624	Years in position 5
Girls' Basketball, Asst. Coach	1082	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1624	Years in position 2
Boys' Basketball, Asst. Coach	1082	
Boys' Baseball Coach		Years in position ____
Basketball Elementary	1082	
Wrestling, Head Coach		Years in position ____
Wrestling, Asst. Coach		
Girls' Track, Head Coach (Combined)	1353	Years in position ____
Girls' Track, Asst. Coach (Combined)	1263	
Boys' Track, Head Coach		Years in position ____
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position ____
Soccer, Head Coach		Years in position ____

* If a percentage of base salary, please indicate that percentage 9% %.

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CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.13	
Chapter I Aides (per hr)	5.13	
Special Ed Aides (per hr)	5.13	9.99

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)			Years in position New's Contract $21,000
Secretary (per hr)	5.41	9.75	Years in position 6.00
Maintenance Person (per hr)	5.13	11.00	Years in position
Custodian (per hr)	4.35	7.91	Years in position
Assistant Custodian (per hr)	5.13	5.13	
Head Cook (per hr)	4.45	10.75	Years in position 10
Assistant Cooks (per hr)	4.13	5.13	
Dishwasher (per hr)	4.13	5.13	
Bus Driver (per hr)	4.35	10.45	Years in position 2 to 18

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS * Percent on Base

Supervising Teacher	0.8	Years in position
Librarian	0.12	Years in position
Annual / Yearbook Advisor	1.20	Extra duty ✓ or Duties done during contracted day
Newspaper Advisor		Extra duty or Duties done during contracted day
School Plays		
Debate & Speech	7.90	
Cheerleader Advisor		
Pep Club		
Concessions	6	
Ticket Sales (hours/event)		Per hour? or Per event?
Senior Class Advisor		
Junior Class Advisor		
Band Director	6	
Choir Director		
Drill Team		
FFA	7	
FHA	7	
VICA		
Driver's Education	12.60	Years in position 2
Athletic Director **	10	Extra duty or Duties done during contracted day
Football, Head Coach	10	Years in position
Football, Asst. Coach	7	
Volleyball, Head Coach	10	
Girls' Basketball, Head Coach	10	Years in position 1
Girls' Basketball, Asst. Coach	7	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	10	Years in position 1
Boys' Basketball, Asst. Coach	7	
Boys' Baseball Coach	10	Years in position 1
Basketball Elementary	7	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	7	Years in position
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	7	Years in position
Boys' Track, Asst. Coach		
Track, Elementary	2	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage Base is %.

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FAIRVIEW

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	$5.15	$6.50
Chapter I Aides (per hr)	$4.25	$6.50
Special Ed Aides (per hr)	$5.15	$6.50

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	5.65		Years in position 1½
Secretary (per hr) Clerk 6.35	5.15 6.35		Years in position 9½ / 4½
Maintenance Person (per hr)	5.65		Years in position 6½
Custodian (per hr)	5.65		Years in position 1½
Assistant Custodian (per hr)	5.15		
Head Cook (per hr)	5.65		Years in position 19½
Assistant Cooks (per hr)	5.65		
Dishwasher (per hr)	5.15		
Bus Driver (per hr)	6.65		Years in position 15+

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

~~[illegible]~~	~~[illegible]~~	~~Years in position ___~~
~~[illegible]~~	~~[illegible]~~	~~Years in position 1~~
Annual / Yearbook Advisor	649	Extra duty ✓ or Duties done during contracted day ___
~~[illegible]~~	~~[illegible]~~	~~[illegible]~~
~~School Plays~~		
Debate & Speech	469 + 554 = 1023	
Cheerleader Advisor	810	
Pep Club	813	
~~Concessions~~		
Ticket Sales (hours/event)	789	Per hour? ___ or Per event? ✓
Senior Class Advisor	236	
Junior Class Advisor	325 + 357 = 682	
Band Director	} combined $2599	
Choir Director		
~~[illegible]~~		
FFA	605	
FHA FLA	554	
~~[illegible]~~		
Driver's Education	$10.21	Years in position 20+
Athletic Director **	7.5%	Extra duty ___ or Duties done during contracted day ___
Football, Head Coach	$2212	Years in position 1
Football, Asst. Coach	988	
Volleyball, Head Coach	2274	
Girls' Basketball, Head Coach	1970	Years in position 1
Girls' Basketball, Asst. Coach	1031	
~~[illegible]~~		
Boys' Basketball, Head Coach	2020	Years in position 2
Boys' Basketball, Asst. Coach	998	
~~[illegible]~~	~~[illegible]~~	~~Years in position ___~~
Basketball Elementary GBB	1154	BBB 1415
~~[illegible]~~	~~[illegible]~~	~~Years in position ___~~
~~[illegible]~~	~~[illegible]~~	
Girls' Track, Head Coach		Years in position ___
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position ___ } combined $ 1689 2yrs
Boys' Track, Asst. Coach		
Track, Elementary	373	
~~[illegible]~~	~~[illegible]~~	~~Years in position ___~~
~~[illegible]~~	~~[illegible]~~	~~Years in position ___~~

$ 649 combined

* If a percentage of base salary, please indicate that percentage _____ %.

FLAXVILLE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		5.15
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		6.54	Years in position 2.5
Secretary (per hr)		7.13	Years in position 7
Maintenance Person (per hr)		7.13	Years in position 5
Custodian (per hr)			Years in position
Assistant Custodian (per hr)		5.15	
Head Cook (per hr)		6.03	Years in position 13
Assistant Cooks (per hr)		5.15	
Dishwasher (per hr)			
Bus Driver (per hr)	10.23	14.32	Years in position 17

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	$ 1200	Years in position
Librarian	—	Years in position
Annual / Yearbook Advisor	$ 300	Extra duty ___ *or* Duties done during contracted day X
Newspaper Advisor	—	Extra duty ___ *or* Duties done during contracted day ___
School Plays	$ 350	
Debate & Speech	—	
Cheerleader Advisor	$ 1100	
Pep Club	—	
Concessions	$ 600	
Ticket Sales (hours/event)	0	Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor	$ 300	
Band Director	$ 1600	
Choir Director		
Drill Team	—	
FFA	—	
FHA	—	
VICA	—	
Driver's Education	$1500 per Yr.	Years in position
Athletic Director **	$ 950	Extra duty ___ *or* Duties done during contracted day X
Football, Head Coach	—	Years in position
Football, Asst. Coach	—	
Volleyball, Head Coach	—	
Girls' Basketball, Head Coach	$ 2000	Years in position 3
Girls' Basketball, Asst. Coach	$ 1250	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	$ 2000	Years in position 2
Boys' Basketball, Asst. Coach	$ 1250	
Boys' Baseball Coach	—	Years in position
Basketball Elementary	$ 1250	
Wrestling, Head Coach	—	Years in position
Wrestling, Asst. Coach	—	
Girls' Track, Head Coach	$ 550	Years in position 2
Girls' Track, Asst. Coach	—	
Boys' Track, Head Coach	$ 550	Years in position 6
Boys' Track, Asst. Coach	—	
Track, Elementary	—	
Girls' Softball, Head Coach	—	Years in position
Soccer, Head Coach	—	Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.66	11.03
Chapter I Aides (per hr)		6.54
Special Ed Aides (per hr)	6.93	10.36

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		15.10	Years in position 23
Secretary (per hr)		10.58	Years in position 24
Maintenance Person (per hr)		8.00	Years in position 1
Custodian (per hr)		9.69	Years in position 17
Assistant Custodian (per hr)			
Head Cook (per hr)		8.54	Years in position 2
Assistant Cooks (per hr)		6.93	
Dishwasher (per hr)			
Bus Driver (per hr)		12.21	Years in position 21

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian Regular Teacher	35080	Years in position 9
Annual / Yearbook Advisor	573	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor	573	Extra duty ___ *or* Duties done during contracted day ___
School Plays	974	
Debate & Speech		
Cheerleader Advisor	974	
Pep Club		
Concessions		
Ticket Sales (hours/event)	7.50	Per hour? ___ *or* Per event? ✓
Senior Class Advisor	250	
Junior Class Advisor		
Band Director	974	
Choir Director		
Drill Team		
FFA		
FHA	118	
VICA		
Driver's Education – PART OF REG SALARY	35081	Years in position 2
Athletic Director **	1889	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	1548	Years in position
Football, Asst. Coach	1034	
Volleyball, Head Coach	1034	
Girls' Basketball, Head Coach	1548	Years in position 1
Girls' Basketball, Asst. Coach	1034	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1548	Years in position 2
Boys' Basketball, Asst. Coach	1034	
Boys' Baseball Coach		Years in position
Basketball Elementary	658	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1034	Years in position 7
Girls' Track, Asst. Coach	658	
Boys' Track, Head Coach	1034	Years in position 7
Boys' Track, Asst. Coach	658	
Track, Elementary	344	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)			Years in position
Secretary (per hr)			Years in position
Maintenance Person (per hr)			Years in position
Custodian (per hr)			Years in position
Assistant Custodian (per hr)			
Head Cook (per hr)			Years in position
Assistant Cooks (per hr)			
Dishwasher (per hr)			
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech	1147.00	
Cheerleader Advisor	958.00	
Pep Club	1045.00	
Concessions	573.00	
Ticket Sales (hours/event)	5.00	Per hour? ___ *or* Per event? X
Senior Class Advisor	100.00	
Junior Class Advisor	250.00	
Band Director	1045	
Choir Director	1911	
Drill Team		
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	2323	Extra duty X *or* Duties done during contracted day ___
Football, Head Coach		Years in position
Football, Asst. Coach	1520	
Volleyball, Head Coach	1900	
Girls' Basketball, Head Coach	1900	Years in position 1
Girls' Basketball, Asst. Coach	950.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1900.00	Years in position 2
Boys' Basketball, Asst. Coach	1141	
Boys' Baseball Coach		Years in position
Basketball Elementary	570.00	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1520	Years in position 3
Girls' Track, Asst. Coach	760.00	
Boys' Track, Head Coach	1520.00	Years in position 3
Boys' Track, Asst. Coach	950.00	
Track, Elementary	570.00	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

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CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	5.37	7.98

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	14.08		Years in position ____
Secretary (per hr)	8.27		Years in position ____
Maintenance Person (per hr)	10.19		Years in position ____
Custodian (per hr)			Years in position ____
Assistant Custodian (per hr)			
Head Cook (per hr)	8.26		Years in position ____
Assistant Cooks (per hr)			
Dishwasher (per hr)			
Bus Driver (per hr)	12.93 / 11.70		Years in position ____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position ____
Librarian		Years in position ____
Annual / Yearbook Advisor	490	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	686	
Debate & Speech		
Cheerleader Advisor	764	
Pep Club	510	
Concessions		
Ticket Sales (hours/event)		Per hour? 4 10 *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA	2000	
FHA		
VICA		
Driver's Education		Years in position ____
Athletic Director **	$ 1529.92	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach		Years in position ____
Football, Asst. Coach	1274	
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1960	Years in position ____
Girls' Basketball, Asst. Coach	1274	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1960	Years in position ____
Boys' Basketball, Asst. Coach	1274	
Boys' Baseball Coach		Years in position ____
Basketball Elementary		
Wrestling, Head Coach		Years in position ____
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1694	Years in position ____
Girls' Track, Asst. Coach	[illegible]	
Boys' Track, Head Coach	1694	Years in position ____
Boys' Track, Asst. Coach	—	
Track, Elementary	847	
Girls' Softball, Head Coach		Years in position ____
Soccer, Head Coach		Years in position ____

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Chapter I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	_____	Years in position _____
Secretary (per hr)	_____	_____	Years in position _____
Maintenance Person (per hr)	_____	_____	Years in position _____
Custodian (per hr)	_____	_____	Years in position _____
Assistant Custodian (per hr)	_____	_____	
Head Cook (per hr)	_____	_____	Years in position _____
Assistant Cooks (per hr)	_____	_____	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	_____	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor	_____	Extra duty ___ *or* Duties done during contracted day ___
School Plays	_____	
Debate & Speech	_____	
Cheerleader Advisor	_____	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? ___ *or* Per event? ___
Senior Class Advisor	_____	
Junior Class Advisor	_____	
Band Director	_____	
Choir Director	_____	
Drill Team	_____	
FFA	_____	
FHA	_____	
VICA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	_____	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	_____	Years in position _____
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	_____	Years in position _____
Girls' Basketball, Asst. Coach	_____	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	_____	Years in position _____
Boys' Basketball, Asst. Coach	_____	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	_____	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	_____	Years in position _____
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

* If a percentage of base salary, please indicate that percentage _____ %.

GERALDINE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	—	—
Chapter I Aides (per hr)	—	—
Special Ed Aides (per hr)	$2.25	$2.50

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	$9.00	$10.00	Years in position 3
Secretary (per hr)	$7.00	$7.75	Years in position 3
Maintenance Person (per hr)	$6.00	$7.75	Years in position 2.5
Custodian (per hr)	—	—	Years in position —
Assistant Custodian (per hr)	$6.00	$7.25	
Head Cook (per hr)	$7.00	$9.10	Years in position 14
Assistant Cooks (per hr)	$6.35	$8.75	
Dishwasher (per hr)	$5.50	$5.50	
Bus Driver (per hr)	Avg $10.67	$15.25 $19.25	Years in position 11-21

* Drivers are paid per route/permit

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	-0-	Years in position —
Librarian	-0-	Years in position —
Annual / Yearbook Advisor	4.5%	Extra duty -0- or Duties done during contracted day -0-
Newspaper Advisor	-0-	Extra duty -0- or Duties done during contracted day -0-
School Plays	5.5%	Two productions
Debate & Speech	-0-	
Cheerleader Advisor	10.2%	
Pep Club	—	
Concessions	9.0%	
Ticket Sales (hours/event)	-0-	Per hour? ___ or Per event? ___
Senior Class Advisor	-0-	
Junior Class Advisor	-0-	
Band Director	-0-	Pep Band 10.2%
Choir Director	-0-	
Drill Team	-0-	
FFA	-0-	
FHA	-0-	
VICA	-0-	
Driver's Education	10.2%	Years in position 6
Athletic Director **	$2500.00	Extra duty X or Duties done during contracted day 1 Period use for A.D.
Football, Head Coach	10.2%	Years in position 6
Football, Asst. Coach	6.4%	
Volleyball, Head Coach	10.2%	
Girls' Basketball, Head Coach	10.2%	Years in position 2
Girls' Basketball, Asst. Coach	6.4%	
Girls' Baseball Coach	-0-	
Boys' Basketball, Head Coach	10.2%	Years in position 3
Boys' Basketball, Asst. Coach	6.4%	
Boys' Baseball Coach	-0-	Years in position —
Basketball Elementary	1.6%	3,4,5 6.9% 7-8
Wrestling, Head Coach	-0-	Years in position —
Wrestling, Asst. Coach	-0-	
Girls' Track, Head Coach	6.3%	Years in position 6
Girls' Track, Asst. Coach	3.1%	
Boys' Track, Head Coach	6.3%	Years in position 6
Boys' Track, Asst. Coach	3.1%	
Track, Elementary	3/4 3.2%	
Girls' Softball, Head Coach	-0-	Years in position -0-
Soccer, Head Coach	-0-	Years in position -0-

* If a percentage of base salary, please indicate that percentage $18,702.50 6.4+ years in Service

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		6.45
Chapter I Aides (per hr)		7.40
Special Ed Aides (per hr)		7.65

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		11.21	Years in position 16
Secretary (per hr)		9.88	Years in position 3
Maintenance Person (per hr)		10.24	Years in position 3
Custodian (per hr)			Years in position
Assistant Custodian (per hr)	4.75	6.50	
Head Cook (per hr)		7.08	Years in position 24
Assistant Cooks (per hr)		6.48	
Dishwasher (per hr)	5.25	5.41	
Bus Driver (per hr)	9.00	11.79	Years in position 0 to 7 years

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day 1
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day 1
School Plays	650	
Debate & Speech		
Cheerleader Advisor		
Pep Club	1,875	
Concessions	1,560	
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? $5
Senior Class Advisor		
Junior Class Advisor		
Band Director	1,430	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	12.00	Years in position 4
Athletic Director **		Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	1,170	Years in position 0
Football, Asst. Coach	710	
Volleyball, Head Coach	1,170	
Girls' Basketball, Head Coach	1,540	Years in position 2
Girls' Basketball, Asst. Coach	850	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1,694	Years in position 3
Boys' Basketball, Asst. Coach	Volunteer	
Boys' Baseball Coach		Years in position
Basketball Elementary	825	for Girls and $990 for Boys
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1,000	Years in position 0
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	1,210	Years in position 3
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.29	7.23
Chapter I Aides (per hr)	7.17	9.56
Special Ed Aides (per hr)	6.75	6.75

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		13.86	Years in position 19
Secretary (per hr)	6.81	7.86	Years in position 3
Maintenance Person (per hr)			Years in position
Custodian (per hr)	7.50	9.98	Years in position 13
Assistant Custodian (per hr)			
Head Cook (per hr)		10.38	Years in position 22
Assistant Cooks (per hr)	5.66	7.50	
Dishwasher (per hr)			
Bus Driver (per hr)	7.75	7.88	Years in position 12

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day X Curriculum
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day X Curriculum
School Plays	668.50	
Debate & Speech		
Cheerleader Advisor		
Pep Club	573.00	
Concessions	955.00	
Ticket Sales (hours/event)	5.0	Per hour? X *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director	1,910.00	
Choir Director	573.00	
Drill Team		
FFA	2,506.50	+ Summer Program
FHA	573.00	
VICA	573.00	
Driver's Education	2,386.5	Years in position 25
Athletic Director **	5,000.00	Extra duty X *or* Duties done during contracted day ___
Football, Head Coach	1,910.00	Years in position 5
Football, Asst. Coach	955.00	
Volleyball, Head Coach	1,910.00	
Girls' Basketball, Head Coach	1,910.00	Years in position 3
Girls' Basketball, Asst. Coach	955.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1,910.00	Years in position 0
Boys' Basketball, Asst. Coach	955.00	
Boys' Baseball Coach		Years in position
Basketball Elementary	955.00	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1,910.00	Years in position 5
Girls' Track, Asst. Coach	955	
Boys' Track, Head Coach	1,910.00	Years in position 5
Boys' Track, Asst. Coach	955.00	
Track, Elementary	955.00	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage 10/5/3 %.

HARRISON

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)	7.45	7.45
Special Ed Aides (per hr)	6.56	6.56

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		9.80	Years in position 19th
Secretary (per hr)		6.00	Years in position 1st
Maintenance Person (per hr)		8.32	Years in position 3rd
Custodian (per hr)		[redacted]	Years in position [redacted] 3rd
Assistant Custodian (per hr)		6.24	
Head Cook (per hr)		8.00	Years in position 1st to 12th
Assistant Cooks (per hr)		7.66	
Dishwasher (per hr)		6.24	
Bus Driver (per hr)	7.00	12.00	Years in position 1st to 22 nd

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	$600/yr	Extra duty X or Duties done during contracted day X
Newspaper Advisor	$40/yr	Extra duty ___ or Duties done during contracted day X
School Plays	$335/yr	
Debate & Speech		
Cheerleader Advisor		
Pep Club	$655/yr	
Concessions		
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team	$50/yr	
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	$1146/yr	Extra duty ___ or Duties done during contracted day X
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach	$1865	
Girls' Basketball, Head Coach	$1865	Years in position 2
Girls' Basketball, Asst. Coach	963	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1865	Years in position 2
Boys' Basketball, Asst. Coach	963	
Boys' Baseball Coach		Years in position
Basketball Elementary	787.50	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Boys & Girls' Track, Head Coach	1605	Years in position 2
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach	963	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage 5 %.

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HEART BUTTE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.00	14.00
Chapter I Aides (per hr)	6.00	14.00
Special Ed Aides (per hr)	6.00	14.00

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	8.00	17.00	Years in position 9
Secretary (per hr)	8.00	17.00	Years in position 15
Maintenance Person (per hr)	6.50	9.00	Years in position 5
Custodian (per hr)	7.50	16.00	Years in position 32
Assistant Custodian (per hr)			
Head Cook (per hr)		13.50	Years in position 5
Assistant Cooks (per hr)	7.00		
Dishwasher (per hr)	6.50		
Bus Driver (per hr)	12.50	17.50	Years in position 25

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	1641.00	year
Pep Club	1641.00	year
Concessions		
Ticket Sales (hours/event)	6.00	Per hour? X *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	7000.00	Extra duty X *or* Duties done during contracted day ___
Football, Head Coach	2041	Years in position 2
Football, Asst. Coach	1020	
Volleyball, Head Coach	2041	
Girls' Basketball, Head Coach	2041	Years in position 1
Girls' Basketball, Asst. Coach	1020	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2041	Years in position 2
Boys' Basketball, Asst. Coach	1021	
Boys' Baseball Coach		Years in position
Basketball Elementary	600.00	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	2041	Years in position 2
Girls' Track, Asst. Coach	1020	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	600.00	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	7.14	8.64
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		8.64

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		14.59	Years in position 19
Secretary (per hr)	~~5.15~~	9.92	Years in position ~~4~~ 9
Maintenance Person (per hr)			Years in position
Custodian (per hr)		11.99	Years in position 14
Assistant Custodian (per hr)		7.50	
Head Cook (per hr)		9.70	Years in position 9
Assistant Cooks (per hr)		6.50	
Dishwasher (per hr)		6.80	
Bus Driver (per hr)	13.00	16.00	Years in position 7 to 20

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ✓
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor (Combined)		
Pep Club →	1288	
Concessions	1725	
Ticket Sales (hours/event)	25	Per hour? ___ *or* Per event? X
Senior Class Advisor		
Junior Class Advisor		
Band Director (Combined)		
Choir Director →	2300	
Drill Team	690	
FFA		
FHA		
VICA		
Driver's Education	* 11/hr	Years in position 3
Athletic Director **	5000	Extra duty ✓ Duties done during contracted day ✓
Football, Head Coach	2300	Years in position 9
Football, Asst. Coach	1380	
Volleyball, Head Coach	2300	
Girls' Basketball, Head Coach	2300	Years in position 1
Girls' Basketball, Asst. Coach	1380	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2300	Years in position 1
Boys' Basketball, Asst. Coach	1380	
Boys' Baseball Coach		Years in position
Basketball Elementary	690	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Boys' and Girls' Track, Head Coach	2300	Years in position 9
Boys' and Girls' Track, Asst. Coach	1380	
~~Boys' Track, Head Coach~~		Years in position
~~Boys' Track, Asst. Coach~~		
Track, Elementary	575	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	7.00	7.00
Chapter I Aides (per hr)	—	—
Special Ed Aides (per hr)	—	—

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	4.50	4.50	Years in position 2
Secretary (per hr)		7.00	Years in position 4
Maintenance Person (per hr)		12.27	Years in position 14
Custodian (per hr)			Years in position
Assistant Custodian (per hr)		7.00	
Head Cook (per hr)		7.94	Years in position 1
Assistant Cooks (per hr)		7.00	
Dishwasher (per hr)			
Bus Driver (per hr)		5.50	Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		—	Years in position
Librarian		—	Years in position
Annual / Yearbook Advisor	4%	716.8	Extra duty 1 *or* Duties done during contracted day 1
Newspaper Advisor		—	Extra duty — *or* Duties done during contracted day —
School Plays	3%	537.6	
Debate & Speech		—	
Cheerleader Advisor	4%	716.8	
Pep Club		—	
Concessions		—	
Ticket Sales (hours/event)		—	Per hour? — *or* Per event? —
Senior Class Advisor		—	
Junior Class Advisor		—	
Band Director		—	
Choir Director		—	
Drill Team		—	
FFA		—	
FHA	5.5%	1075.6	
VICA		—	
Driver's Education		—	Years in position
Athletic Director **	5.5%	1075.6	Extra duty X *or* Duties done during contracted day 1
Football, Head Coach		—	Years in position
Football, Asst. Coach		—	
Volleyball, Head Coach		—	
Girls' Basketball, Head Coach	9%	1725	Years in position
Girls' Basketball, Asst. Coach	5.5	1056	
Girls' Baseball Coach		—	
Boys' Basketball, Head Coach	9	1728	Years in position
Boys' Basketball, Asst. Coach	5.5	1056	
Boys' Baseball Coach		—	Years in position
Basketball Elementary	2.5%	480	
Wrestling, Head Coach		—	Years in position
Wrestling, Asst. Coach		—	
Girls' Track, Head Coach & Cheer	7.5	1440	Years in position
Girls' Track, Asst. Coach & Pep Club	5.5	1056	
Boys' Track, Head Coach		—	Years in position
Boys' Track, Asst. Coach		~~1056~~	
Track, Elementary	5.5	1056	
Girls' Softball, Head Coach		—	Years in position
Soccer, Head Coach		—	Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

HOBSON

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		7.41
Chapter I Aides (per hr)		7.00
Special Ed Aides (per hr)		7.28

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		13.83	Years in position 18
Secretary (per hr)		10.00	Years in position 15
Maintenance Person (per hr)		10.92	Years in position 4
Custodian (per hr)		7.60	Years in position 10
Assistant Custodian (per hr)		6.21	
Head Cook (per hr)		8.53	Years in position 25
Assistant Cooks (per hr)		7.46	
Dishwasher (per hr)		6.21	
Bus Driver (per hr)	8.33	11.03	Years in position 1-8

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	2400	Years in position 5
Librarian		Years in position
Annual / Yearbook Advisor	656	Extra duty X *or* Duties done during contracted day
Newspaper Advisor		Extra duty *or* Duties done during contracted day
School Plays	375	
Debate & Speech	1768	
Cheerleader Advisor	563	
Pep Club		
Concessions	1401	
Ticket Sales (hours/event)	15.00	Per hour? *or* Per event? X
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	12.50	Years in position 5
Athletic Director **	1875	Extra duty X *or* Duties done during contracted day
Football, Head Coach	1768	Years in position
Football, Asst. Coach	1167	
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1875	Years in position
Girls' Basketball, Asst. Coach	1238	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1875	Years in position
Boys' Basketball, Asst. Coach	1238	
Boys' Baseball Coach		Years in position
Basketball Elementary	537	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1687	Years in position
Girls' Track, Asst. Coach	1114	
Boys' Track, Head Coach	1687	Years in position
Boys' Track, Asst. Coach	1114	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	8.49	8.49
Chapter I Aides (per hr)	8.49	8.49
Special Ed Aides (per hr)	8.69	9.19

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	14.51	14.51	Years in position 10
Secretary (per hr)	7.82	9.67	Years in position 9/3.5
Maintenance Person (per hr)	8.61	8.86	Years in position 5/8
Custodian (per hr)	-----	-----	Years in position ----
Assistant Custodian (per hr)	6.59	6.59	
Head Cook (per hr)	10.48	10.48	Years in position 3
Assistant Cooks (per hr)	7.17	7.17	
Dishwasher (per hr)	6.59	6.84	
Bus Driver (per hr)	12.21	12.21	Years in position 4/1

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	----	Years in position ----
Librarian	N/A	Years in position ----
Annual / Yearbook Advisor	1232	Extra duty X *or* Duties done during contracted day ___
Newspaper Advisor	1232	Extra duty ___ *or* Duties done during contracted day X
School Plays	822	
Debate & Speech	----	
Cheerleader Advisor	924	
Pep Club	616	
Concessions	1335	
Ticket Sales (hours/event)	20.00	Per hour? ___ *or* Per event? X
Senior Class Advisor	50	
Junior Class Advisor	50	
Band Director PEP BAND	1540	
Choir Director	----	
Drill Team	----	
FFA	----	
FHA	1437	
VICA	----	
Driver's Education	2053	Years in position 1
Athletic Director **	2156	Extra duty X *or* Duties done during contracted day ___
Football, Head Coach	1643	Years in position 1
Football, Asst. Coach	1232	
Volleyball, Head Coach	2053	
Girls' Basketball, Head Coach	2669	Years in position 19
Girls' Basketball, Asst. Coach	1848	
Girls' Baseball Coach	----	
Boys' Basketball, Head Coach	2669	Years in position 17
Boys' Basketball, Asst. Coach	1437	
Boys' Baseball Coach	----	Years in position ----
Basketball Elementary J.H.	1027	
Wrestling, Head Coach	----	Years in position ----
Wrestling, Asst. Coach	----	
Girls' Track, Head Coach & Boys	2464	Years in position 8
Girls' Track, Asst. Coach & Boys	1437	
Boys' Track, Head Coach	N/A	Years in position ----
Boys' Track, Asst. Coach	N/A	
Track, Elementary J.H.	924	
Girls' Softball, Head Coach	----	Years in position ----
Soccer, Head Coach	----	Years in position ----

* If a percentage of base salary, please indicate that percentage 10.5 %.

HYSHAM

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	———	———
Chapter I Aides (per hr)	-----	———
Special Ed Aides (per hr)	6.00	———

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	10.92	———	Years in position 5
Secretary (per hr)	10.53	———	Years in position 27
Maintenance Person (per hr)	12.65	———	Years in position 12
Custodian (per hr)	11.53	———	Years in position 29
Assistant Custodian (per hr)	9.10	———	
Head Cook (per hr)	9.18	———	Years in position 23
Assistant Cooks (per hr)	8.70	———	
Dishwasher (per hr)	6.00	———	
Bus Driver (per hr)	contracted buses		Years in position ———

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	———	Years in position ———
Librarian Aide/per hr.	7.74	Years in position 11
Annual / Yearbook Advisor	582	Extra duty X *or* Duties done during contracted day X
Newspaper Advisor	582	Extra duty ___ *or* Duties done during contracted day X
School Plays	———	
Debate & Speech	———	
Cheerleader Advisor	582 per season	
Pep Club	———	
Concessions	———	
Ticket Sales (hours/event)	———	Per hour? ___ *or* Per event? ___
Senior Class Advisor	———	
Junior Class Advisor	1164	
Band Director /Choir	1649	
Choir Director	———	
Drill Team	———	
FFA	1164	
FHA	———	
VICA	———	
Driver's Education	$80/student	Years in position ———
Athletic Director **	1067	Extra duty X *or* Duties done during contracted day X
Football, Head Coach	1649	Years in position ———
Football, Asst. Coach	873	
Volleyball, Head Coach	1649	
Girls' Basketball, Head Coach	1843	Years in position ———
Girls' Basketball, Asst. Coach	1067	
Girls' Baseball Coach	———	
Boys' Basketball, Head Coach	1843	Years in position ———
Boys' Basketball, Asst. Coach	1067	
Boys' Baseball Coach	———	Years in position ———
Basketball Elementary JH	1067 per season	
Wrestling, Head Coach	———	Years in position ———
Wrestling, Asst. Coach	———	
Girls' Track, Head Coach	1067	Years in position ———
Girls' Track, Asst. Coach	582	
Boys' Track, Head Coach	1067	Years in position ———
Boys' Track, Asst. Coach	582	
Track, Elementary	———	
Girls' Softball, Head Coach	———	Years in position ———
Soccer, Head Coach	———	Years in position ———

* If a percentage of base salary, please indicate that percentage 5.5 %.

JOLIET

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.50	
Chapter I Aides (per hr)	5.65	
Special Ed Aides (per hr)	5.65	

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	13.51		Years in position 11
Secretary (per hr)	10.53		Years in position 11
Maintenance Person (per hr)	12.80		Years in position 12
Custodian (per hr)	7.60		Years in position 18
Assistant Custodian (per hr)	—		
Head Cook (per hr)	8.89		Years in position 5
Assistant Cooks (per hr)	6.40		
Dishwasher (per hr)			
Bus Driver (per hr)	11.57		Years in position 12

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	.60	Extra duty ✓ *or* Duties done during contracted day
Newspaper Advisor		Extra duty *or* Duties done during contracted day
School Plays	.20	
Debate & Speech	.50	
Cheerleader Advisor	.50	
Pep Club		
Concessions	.25	
Ticket Sales (hours/event)		Per hour? *or* Per event?
Senior Class Advisor		
Junior Class Advisor	.15	
Band Director	.70	
Choir Director	.20	
Drill Team		
FFA	.65	
FHA		
VICA		
Driver's Education	$15.00	Years in position
Athletic Director **	$1500.00	Extra duty *or* Duties done during contracted day ✓ ANNUALLY
Football, Head Coach	1.0	Years in position
Football, Asst. Coach	.70	
Volleyball, Head Coach	1.0	
Girls' Basketball, Head Coach	1.0	Years in position
Girls' Basketball, Asst. Coach	.70	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1.0	Years in position
Boys' Basketball, Asst. Coach	.70	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1.0	Years in position
Girls' Track, Asst. Coach	.70	
Boys' Track, Head Coach	1.0	Years in position
Boys' Track, Asst. Coach	.70	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		8.47
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum		Maximum	
School Clerk (per hr)			12.67	Years in position 16
Secretary (per hr)	6.12	//	8.15	Years in position 1 // 4
Maintenance Person (per hr)			9.44	Years in position 3
Custodian (per hr)			8.16	Years in position 1
Assistant Custodian (per hr)			7.09	
Head Cook (per hr)	7.89	//	10.33	Years in position 2 // 14
Assistant Cooks (per hr)	7.10	//	8.36	
Dishwasher (per hr)				
Bus Driver (per hr)			7.50	Years in position n/a

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	543.00	
Debate & Speech	2172.	
Cheerleader Advisor		
Pep Club /Drill Team	1509.	
Concessions	privately run	
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor	362.	
Band Director		
Choir Director	1267.	
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	$11/hr after sch	Years in position 18
Athletic Director **	2650.	Extra duty ___ *or* Duties done during contracted day X
Football, Head Coach	2172.	Years in position
Football, Asst. Coach	1086.	
Volleyball, Head Coach	2172.	
Girls' Basketball, Head Coach	2534.	Years in position 4
Girls' Basketball, Asst. Coach	1267.	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2534.	Years in position 1
Boys' Basketball, Asst. Coach	1267.	
Boys' Baseball Coach		Years in position
Basketball Elementary	500.	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Boys/Girls' Track, Head Coach	2172.	Years in position 4
Boys/Girls' Track, Asst. Coach	1086.	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary (Jr. High)	1086.	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	—	—
Chapter I Aides (per hr)	7.79	9.39
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		$12.00	Years in position 19
Secretary (per hr)		—	Years in position
Maintenance Person (per hr)		—	Years in position
Custodian (per hr)		9.86	Years in position 4
Assistant Custodian (per hr)		—	
Head Cook (per hr)		$10.13	Years in position 20
Assistant Cooks (per hr)		$7.86	
Dishwasher (per hr)	—	—	
Bus Driver (per hr)		$12.46	Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	7500	Years in position 15
Librarian	8,100	Years in position 2
Annual / Yearbook Advisor	—	Extra duty ___ *or* Duties done during contracted day ✓
Newspaper Advisor	—	Extra duty ___ *or* Duties done during contracted day ✓
School Plays		
Debate & Speech	1339	
Cheerleader Advisor	—	
Pep Club	—	
Concessions	—	
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? $5 per game
Senior Class Advisor	—	
Junior Class Advisor	—	
Band Director	651	
Choir Director	—	
Drill Team	—	
FFA		
FHA		
VICA		
Driver's Education	$12 per hour	Years in position 3
Athletic Director **	1116	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	—	Years in position
Football, Asst. Coach	—	
Volleyball, Head Coach	2418	
Girls' Basketball, Head Coach	2418	Years in position
Girls' Basketball, Asst. Coach	893	
Girls' Baseball Coach	—	
Boys' Basketball, Head Coach	2418	Years in position 12
Boys' Basketball, Asst. Coach	781	
Boys' Baseball Coach	—	Years in position
Basketball Elementary	1116	
Wrestling, Head Coach	—	Years in position
Wrestling, Asst. Coach	—	
Girls' Track, Head Coach	1488	Years in position 2
Girls' Track, Asst. Coach	930	
Boys' Track, Head Coach	1488	Years in position 2
Boys' Track, Asst. Coach	651	
Track, Elementary	—	
Girls' Softball, Head Coach	—	Years in position
Soccer, Head Coach	—	Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

LAVINA

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.25	6.57
Chapter I Aides (per hr)	5.25	5.47
Special Ed Aides (per hr)	5.25	6.57

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		10.65	Years in position 4
Secretary (per hr)		N/A	Years in position 0
Maintenance Person (per hr)		7.75	Years in position 1
Custodian (per hr)		5.50	Years in position 0
Assistant Custodian (per hr)		N/A	
Head Cook (per hr)		8.97	Years in position 11
Assistant Cooks (per hr)		7.18	
Dishwasher (per hr)		N/A	
Bus Driver (per hr)		12.62	Years in position 12

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	N/A	Years in position ____
Librarian	N/A	Years in position ____
Annual / Yearbook Advisor	525.00	Extra duty X *or* Duties done during contracted day ___
Newspaper Advisor	N/A	Extra duty ___ *or* Duties done during contracted day ___
School Plays	420.00	
Debate & Speech	N/A	
Cheerleader Advisor	840.00	
Pep Club	N/A	
Concessions	525.00	
Ticket Sales (hours/event)	N/A	Per hour? ___ *or* Per event? ___
Senior Class Advisor	N/A	
Junior Class Advisor	N/A	
Band Director	1260.00	
Choir Director	0	
Drill Team	210.00	
FFA	N/A	
FHA	N/A	
VICA	N/A	
Driver's Education	N/A	Years in position ____
Athletic Director **	1470.00	Extra duty X *or* Duties done during contracted day ___
Football, Head Coach	N/A	Years in position ____
Football, Asst. Coach	N/A	
Volleyball, Head Coach	N/A	
Girls' Basketball, Head Coach	1838.00	Years in position 1
Girls' Basketball, Asst. Coach	735.00	
Girls' Baseball Coach	N/A	
Boys' Basketball, Head Coach	1838.00	Years in position 4
Boys' Basketball, Asst. Coach	735.00	
Boys' Baseball Coach	N/A	Years in position ____
Basketball Elementary	840.00	
Wrestling, Head Coach	N/A	Years in position ____
Wrestling, Asst. Coach	N/A	
Girls' Track, Head Coach	1365.00	Years in position 2
Girls' Track, Asst. Coach	N/A	
Boys' Track, Head Coach	1365.00	Years in position 2
Boys' Track, Asst. Coach	N/A	
Track, Elementary	N/A	
Girls' Softball, Head Coach	N/A	Years in position ____
Soccer, Head Coach	N/A	Years in position ____

* If a percentage of base salary, please indicate that percentage _____ %.

LIMA

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	7.60	

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	9.39		Years in position
Secretary (per hr)	5.90		Years in position
Maintenance Person (per hr)			Years in position
Custodian (per hr)	4.60		Years in position
Assistant Custodian (per hr)	4.25		
Head Cook (per hr)	4.37		Years in position
Assistant Cooks (per hr)	4.15		
Dishwasher (per hr)			
Bus Driver (per hr)	7.40		Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	700.00	Extra duty ___ *or* Duties done during contracted day ✓
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor		
Pep Club		
Concessions		
Ticket Sales (hours/event)	4.00	Per hour? ___ *or* Per event? ✓
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	400	Years in position 13
Athletic Director **	650.00	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	1250.00	Years in position
Football, Asst. Coach	940.00	
Volleyball, Head Coach	1250.00	
Girls' Basketball, Head Coach	1450.00	Years in position
Girls' Basketball, Asst. Coach	1250.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1450.00	Years in position
Boys' Basketball, Asst. Coach	1250.00	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1250.00	Years in position
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach	940.00	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

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CERTIFIED OR NON CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	7.05	7.60
Chapter I Aides (per hr)	7.05	7.60
Special Ed Aides (per hr)	7.05	7.60

NON CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		10.40	Years in position 1/2
Secretary (per hr)		7.60	Years in position 3
Maintenance Person (per hr)		11.35	Years in position 7
Custodian (per hr)			Years in position
Assistant Custodian (per hr)		6.75	
Head Cook (per hr)		7.75	Years in position 7
Assistant Cooks (per hr)		7.60	
Dishwasher (per hr)			
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Libranan		Years in position
Annual / Yearbook Advisor	1000.00	Extra duty ___ or Duties done dunng contracted day ___
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	1897.00	+ Asst. 1683.00
Pep Club		
Concessions		
Ticket Sales (hours/event)	7.50	Per hour? ___ or Per event? X Depending on type of event. Usually 50 minutes.
Senior Class Advisor	300.00	
Junior Class Advisor	300.00	
Band Director	Contracted	
Choir Director	1495.00	
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	2550.00	Years in position 2
Athletic Director **	3366.00	Extra duty X or Duties done dunng contracted day X
Football, Head Coach	1980.00	Years in position 0
Football, Asst. Coach	1485.00	
Volleyball, Head Coach	2178.00	
Girls' Basketball, Head Coach	1980.00	Years in position 0
Girls' Basketball, Asst. Coach	1584.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	3069.00	Years in position 1
Boys' Basketball, Asst. Coach	1584.00	
Boys' Baseball Coach		Years in position
Basketball Elementary	1485.00	(6,5 & 6 Girls)
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach + Boys'	3267.00	Years in position 2 (1 position)
Girls' Track, Asst. Coach	1386.00	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	1320.00	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage Contracted. %.

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Lincoln School District # 38

1999-2000

Extra Curricular Salary Schedule

Percentage of base teaching salary (BA+0)

POSITION/EXP	0	1	2	3	4	5	6	7	8	9
Athletic Director	0.130	0.140	0.15	0.160	0.170	0.180	0.190	0.200	0.210	0.220
HS G/B BB	0.10	0.105	0.11	0.115	0.12	0.125	0.13	0.135	0.14	0.145
HS Asst. BB	0.075	0.08	0.085	0.090	0.095	0.100	0.105	0.110	0.115	0.120
HS B. FB	0.10	0.105	0.11	0.115	0.12	0.125	0.13	0.135	0.14	0.145
HS Asst FB	0.075	0.08	0.085	0.090	0.095	0.100	0.105	0.110	0.115	0.120
HS G. VB	0.10	0.105	0.11	0.115	0.12	0.125	0.13	0.135	0.14	0.145
HS Asst. VB	0.075	0.08	0.085	0.090	0.095	0.100	0.105	0.110	0.115	0.120
HS G/B Track	0.10	0.105	0.11	0.115	0.12	0.125	0.13	0.135	0.14	0.145
HS Asst. Track	0.075	0.08	0.085	0.090	0.095	0.100	0.105	0.110	0.115	0.120
7-12 CH Advisor	0.075	0.08	0.085	0.090	0.095	0.100	0.105	0.110	0.115	0.120
7-12 PB Advisor	0.075	0.08	0.085	0.090	0.095	0.100	0.105	0.110	0.115	0.120
9-12 Drama Adv.	0.075	0.08	0.085	0.090	0.095	0.100	0.105	0.110	0.115	0.120
5-8 G/B BB	0.06	0.065	0.07	0.075	0.08	0.85	0.09	0.095	0.1	0.105
6-8 B. FB	0.06	0.065	0.07	0.075	0.08	0.85	0.09	0.095	0.1	0.105
6-8 G. VB	0.06	0.065	0.07	0.075	0.08	0.85	0.09	0.095	0.1	0.105
6-8 G/B Track	0.06	0.065	0.07	0.075	0.08	0.85	0.09	0.095	0.1	0.105
Elem G/B BB	0.03	0.035	0.04	0.045	0.05	0.55	0.06	0.065	0.7	0.075

All coaching positions will be offered to full time district personnel before being advertised in the community. All coaching positions offered to non-certified personnel will be on an interim bases.
All salaries are "per season" unless otherwise agreed upon by the Coach, AD. & Administration.
The number of coaches for each program will be based on student participation.
Only assigned (paid) personnel t assist programs.
All coaches will be expected to follow the job description adopted by The Board.

HS FOOTBALL

Clock	$20.00 per game
Lines	$20.00 per game
Tickets	$10.00 per game

HS BASKETBALL

Official Book	$15.00 per game
Clock	$15.00 per game
Tickets	$10.00 per game

HS VOLLEYBALL

Official Book	$15.00 per match
Clock	$10.00 per match
Tickets/Lines	$10.00 per match

EL/JR. HI FOOTBALL

Clock	$5.00 per game
Lines	$5.00 per game
Referees	$10.00 per game

EL/JR. HI BASKETBALL/VOLLEYBALL

Official Score Book	$5.00 per game/match
Clock	$5.00 per game/match
Lines	$5.00 per match
Officials	$10.00 per game/match

Adults will be assigned to work the book/clock/lines for all varsity contests. Adults will be the first choice for officiating "A" squad jr. hi. games/matches. Any student working sub-varsity or elementary games/matche will receive $5.00 per game/match.

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CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.96	7.36
Chapter I Aides (per hr)	–	–
Special Ed Aides (per hr)	5.96	7.36

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	11.65	12.82	Years in position 20
Secretary (per hr)	7.27	8.67	Years in position 13
Maintenance Person (per hr)			Years in position
Custodian (per hr)	7.46	10.07	Years in position 1
Assistant Custodian (per hr)	6.76	7.92	
Head Cook (per hr)	7.46	9.79	Years in position 3
Assistant Cooks (per hr)	6.52	7.46	
Dishwasher (per hr)	5.59	6.52	
Bus Driver (per hr)	10.10	12.13	Years in position 3 avg 17
HEAD CUSTODIAN (salary)	20931	28296	

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays	*330/play	
Debate & Speech		
Cheerleader Advisor	592/season - varsity	240/season - JV
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ or Per event? $10
Senior Class Advisor		
Junior Class Advisor		
Pep Band Director	550	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	~~44/hr~~	Years in position 2
Athletic Director **	*2142/yr	Extra duty ___ or Duties done during contracted day ✓
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach	1871	
Girls' Basketball, Head Coach	2190	Years in position 19
Girls' Basketball, Asst. Coach	1128	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2190	Years in position 3
Boys' Basketball, Asst. Coach	1128	
Boys' Baseball Coach		Years in position
Basketball Elementary	680	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach/Boys	1415	Years in position 19 combined
Girls' Track, Asst. Coach	852	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach	852	
Track, Elementary	589	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

MEDICINE LAKE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)	15.36	
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	15.75		Years in position 9
Secretary (per hr)	8.96		Years in position 9
Maintenance Person (per hr)	11.78		Years in position 7
Custodian (per hr)	~~12.48~~		Years in position ~~18~~
Assistant Custodian (per hr)	8.32		
Head Cook (per hr)	10.11		Years in position 12
Assistant Cooks (per hr)	9.54		
Dishwasher (per hr)			
Bus Driver (per hr)	11.00		Years in position 15

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	990	Extra duty X *or* Duties done during contracted day
Newspaper Advisor	770	Extra duty X *or* Duties done during contracted day
School Plays	407	
Debate & Speech	2000, 1500	
Cheerleader Advisor	660	
Pep Club		
Concessions		
Ticket Sales (hours/event)	6.50	Per hour? X *or* Per event?
Senior Class Advisor		
Junior Class Advisor	330.00	
Band Director	2860	
Choir Director		
Drill Team		
FFA	275	
FHA	550	
VICA		
Driver's Education	175/studen	Years in position 5
Athletic Director **	2400	Extra duty X *or* Duties done during contracted day
Football, Head Coach	2310	Years in position 2
Football, Asst. Coach	~~1870~~	
Volleyball, Head Coach	~~2310~~	
Girls' Basketball, Head Coach	~~2310~~	Years in position ~~2~~
Girls' Basketball, Asst. Coach	~~1870~~	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2310	Years in position 2
Boys' Basketball, Asst. Coach	1870	
Boys' Baseball Coach	2310	Years in position 2
Basketball Elementary	1210/737	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1760	Years in position
Girls' Track, Asst. Coach	1100	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	1100	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum	
Instructional Aides (per hr)			NA
Chapter I Aides (per hr)			
Special Ed Aides (per hr)			

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		$10.19/hr	Years in position 8 yrs clerk, 13½ in district
Secretary (per hr)		8.10/hr	Years in position 3½ yrs
Maintenance Person (per hr)	same person	11.05/hr	Years in position 13½ yrs
Custodian (per hr)			Years in position
Assistant Custodian (per hr)	Asst Cook	7.42/hr	
Head Cook (per hr)		8.60/hr	Years in position 11½ yrs
~~Assistant Cooks~~ (per hr)			
~~Dishwasher (per~~ hr)			
Bus Driver (per hr)		36.00/DAY	Years in position VARIES

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	.04%	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	.025%	(Per play)
Debate & Speech		
Cheerleader Advisor	.05%	
Pep ~~Club~~ Band	.07%	
Concessions	700.00	plus 10% of net profit.
Ticket Sales (hours/event)	20.00	Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA	.10%	
FHA		
VICA		
Driver's Education	* 607.95	plus 80.00/student Years in position —
Athletic Director **	1737.00	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	.115%	Years in position —
Girls' Basketball, Asst. Coach	.065%	
Girls' Baseball Coach	—	
Boys' Basketball, Head Coach	.115%	Years in position —
Boys' Basketball, Asst. Coach	.065%	
Boys' Baseball Coach		Years in position
Basketball Elementary	.055%	/season
Wrestling, Head Coach	—	Years in position
Wrestling, Asst. Coach	—	
Boys/Girls Track, Head Coach	.10%	Years in position —
Boys/Girls Track, Asst. Coach	.06%	
~~Boys' Track, Head Coach~~		Years in position
~~Boys' Track, Asst. Coach~~		
~~Track, Elementary~~		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

MOORE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	0	0
Chapter I Aides (per hr)	0	0
Special Ed Aides (per hr)	0	0

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		11.61	Years in position 20
Secretary (per hr)		6.51	Years in position 9
Maintenance Person (per hr)		—	Years in position
Custodian (per hr)		10.50	Years in position 3
Assistant Custodian (per hr)		6.83	
Head Cook (per hr)		8.32	Years in position 15
Assistant Cooks (per hr)		7.19	
Dishwasher (per hr)		5.63	
Bus Driver (per hr)	11.53	13.92	Years in position 19

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	0	Years in position
Librarian	0	Years in position
Annual / Yearbook Advisor	925	Extra duty ___ *or* Duties done during contracted day X
Newspaper Advisor	324	Extra duty ___ *or* Duties done during contracted day X
School Plays	—	
Debate & Speech	—	
Cheerleader Advisor	648	
Pep Club	—	
Concessions	—	
Ticket Sales (hours/event)	—	Per hour? ___ *or* Per event? ___
Senior Class Advisor	—	
Junior Class Advisor	—	
Band Director	combined > 1850	
Choir Director		
Drill Team	—	
FFA	601	
FHA	601	
VICA	—	
Driver's Education	1100	Years in position 11
Athletic Director **	2220.00	Extra duty X *or* Duties done during contracted day X
Football, Head Coach	—	Years in position
Football, Asst. Coach	—	
Volleyball, Head Coach	1665.00	
Girls' Basketball, Head Coach	1425.00	Years in position 1
Girls' Basketball, Asst. Coach	1064.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1852.00	Years in position 22
Boys' Basketball, Asst. Coach	1064.00	
Boys' Baseball Coach	—	Years in position
Basketball Elementary	694.00	
Wrestling, Head Coach	—	Years in position
Wrestling, Asst. Coach	—	
Girls' Track, Head Coach		Years in position
Girls' Track, Asst. Coach	1850.00 /	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach	986.00	
Track, Elementary	277	
Girls' Softball, Head Coach	—	Years in position
Soccer, Head Coach	—	Years in position

* If a percentage of base salary, please indicate that percentage .84 %.

NASHUA

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.25	7.06
Chapter I Aides (per hr)	6.25	7.06
Special Ed Aides (per hr)	6.25	7.06

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		12.28	Years in position 11 yrs
Secretary (per hr)		8.91	Years in position 4
Maintenance Person (per hr)		12.02	Years in position 10
Custodian (per hr)		7.92	Years in position 5
Assistant Custodian (per hr)			
Head Cook (per hr)		9.05	Years in position 3
Assistant Cooks (per hr)		6.30	
Dishwasher (per hr)			
Bus Driver (per hr)		11.00	Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	568.00	Extra duty X *or* Duties done during contracted day X
Newspaper Advisor	711.00	Extra duty ___ *or* Duties done during contracted day ___
School Plays	550.00	
Debate & Speech	1106.00	
Cheerleader Advisor	950.00	
Pep Club		
Concessions	888.00	
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? 7.00
Senior Class Advisor	50.00	
Junior Class Advisor	400.00	(3 positions)
Band Director	1449.00	
Choir Director		
Drill Team		
FFA	711.00	
FHA		
VICA		
Driver's Education	1200.00	Years in position
Athletic Director **	2500.00	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	1449.00	Years in position 1
Football, Asst. Coach	1018	
Volleyball, Head Coach	1645.00	
Girls' Basketball, Head Coach	1845.00	Years in position 1
Girls' Basketball, Asst. Coach	1106.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1845.00	Years in position 13
Boys' Basketball, Asst. Coach	1106.00	
Boys' Baseball Coach		Years in position
Basketball Elementary	470	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1053	Years in position 11
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	1053	Years in position 16
Boys' Track, Asst. Coach		
Track, Elementary	526.00	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.50	7.50
Chapter I Aides (per hr)	6.50	7.50
Special Ed Aides (per hr)	6.50	7.50

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		11.81	Years in position 3
Secretary (per hr)		11.80	Years in position 1
Maintenance Person (per hr)	6.90	9.50	Years in position 12
Custodian (per hr)	6.90	—	Years in position 0
Assistant Custodian (per hr)			
Head Cook (per hr)	8.50	10.00	Years in position 2
Assistant Cooks (per hr)	7.90	7.90	
Dishwasher (per hr)	7.90	7.90	
Bus Driver (per hr)	9.55	9.55	Years in position 1

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian	24,500	Years in position 2
Annual / Yearbook Advisor	1200	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	800	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	2500	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	1809	Years in position 2
Football, Asst. Coach	1407	
Volleyball, Head Coach	1809	
Girls' Basketball, Head Coach	1809	Years in position 1
Girls' Basketball, Asst. Coach	1407	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1809	Years in position 3
Boys' Basketball, Asst. Coach	1407	
Boys' Baseball Coach		Years in position 3
Basketball Elementary	1407	
Wrestling, Head Coach	1809	Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1809	Years in position
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	1809	Years in position
Boys' Track, Asst. Coach	1407	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	7.50	7.50
Chapter I Aides (per hr)	7.50	7.50
Special Ed Aides (per hr)	7.50	7.50

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		12.75	Years in position 10
Secretary (per hr)		8.00	Years in position 2
Maintenance Person (per hr)	—	—	Years in position —
Custodian (per hr)		9.25	Years in position 14
Assistant Custodian (per hr)		8.90	
Head Cook (per hr)		8.75	Years in position 6
Assistant Cooks (per hr)		7.95	
Dishwasher (per hr)	—	—	
Bus Driver (per hr)	10.00	11.03	Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	—	Years in position
Librarian	—	Years in position
Annual / Yearbook Advisor	—	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor	—	Extra duty ___ or Duties done during contracted day ___
School Plays	3%	
Debate & Speech	6%	
Cheerleader Advisor	4% ea season	
Pep Club	—	
Concessions	3% ea season	
Ticket Sales (hours/event)	10.00	Per hour? ___ or Per event? X
Senior Class Advisor	—	
Junior Class Advisor	—	
Band Director	10%	
Choir Director	—	
Drill Team	—	
FFA	—	
FHA	6%	
VICA	—	
Driver's Education	15.00	Years in position 2
Athletic Director **	15%	Extra duty ___ or Duties done during contracted day ___
Football, Head Coach	—	Years in position
Football, Asst. Coach	—	
Volleyball, Head Coach	—	
Girls' Basketball, Head Coach	10%	Years in position 1
Girls' Basketball, Asst. Coach	7.5%	
Girls' Baseball Coach	—	
Boys' Basketball, Head Coach	10%	Years in position 1
Boys' Basketball, Asst. Coach	7.5%	
Boys' Baseball Coach	—	Years in position
Basketball Elementary	2%	
Wrestling, Head Coach	—	Years in position
Wrestling, Asst. Coach	—	
Girls' Track, Head Coach *	10%	Years in position 1
Girls' Track, Asst. Coach **	7.5%	
Boys' Track, Head Coach *	—	Years in position
Boys' Track, Asst. Coach **	—	
Track, Elementary	—	
Girls' Softball, Head Coach	—	Years in position
Soccer, Head Coach	—	Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

Student Council 3%

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CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	—	—
Chapter I Aides (per hr)	7.00	7.00
Special Ed Aides (per hr)	7.00	7.00

Bus Drivers
#1 - 10.12 - yrs - 15
#2 - 10.98 - yrs - 47
#3 - #8.98 - yrs - 5

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	11.25	11.25	Years in position 36
Secretary (per hr)	7.00	7.00	Years in position 3
Maintenance Person (per hr)	—	—	Years in position —
Custodian (per hr)	16.11	16.11	Years in position 16
Assistant Custodian (per hr)	6.75	6.75	
Head Cook (per hr)	9.75		Years in position 17
Assistant Cooks (per hr)	6.75		
Dishwasher (per hr)	—		
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	1200 **	Years in position 2
Librarian	—	Years in position
Annual / Yearbook Advisor	550.00	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor	—	Extra duty ___ *or* Duties done during contracted day ___
School Plays	—	
Debate & Speech	—	
Cheerleader Advisor	338.0	
Pep Club	—	
Concessions	450.00	
Ticket Sales (hours/event)	—	Per hour? ___ *or* Per event? ___
Senior Class Advisor	—	
Junior Class Advisor	—	
Band Director \ Together	1800.00	
Choir Director /	—	
Drill Team	—	
~~FFA~~ N.H.S.	200.00	
FHA	—	
VICA	—	
Driver's Education	—	Years in position
Athletic Director **	—	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	—	Years in position
Football, Asst. Coach	—	
Volleyball, Head Coach	—	
Girls' Basketball, Head Coach	1000 **	Years in position 3
Girls' Basketball, Asst. Coach	425 **	
Girls' Baseball Coach	—	
Boys' Basketball, Head Coach	1000 **	Years in position 2
Boys' Basketball, Asst. Coach	425 **	
Boys' Baseball Coach	—	Years in position
Basketball Elementary	500.00	
Wrestling, Head Coach	—	Years in position
Wrestling, Asst. Coach	—	
Boys + Girls' Track, Head Coach	1100 **	Years in position 3
Boys + Girls' Track, Asst. Coach	500 **	
Boys' Track, Head Coach	—	Years in position
Boys' Track, Asst. Coach	—	
Track, Elementary	[redacted]	
Girls' Softball, Head Coach	—	Years in position
Soccer, Head Coach	—	Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.75	8.00
Chapter I Aides (per hr)	5.75	7.00
Special Ed Aides (per hr)	5.95	10.00

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	9.00	14.00	Years in position 24
Secretary (per hr)	7.50	10.00	Years in position 6
Maintenance Person (per hr)	4.50	4.50	Years in position 10
Custodian (per hr)	8.00	11.00	Years in position 11
Assistant Custodian (per hr)	6.00	8.00	
Head Cook (per hr)	8.00	11.00	Years in position 12
Assistant Cooks (per hr)	6.50	9.00	
Dishwasher (per hr)	5.75	7.00	
Bus Driver (per hr)	9.00	14.00	Years in position 9

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	691	Extra duty X *or* Duties done during contracted day ___
Newspaper Advisor	_____	Extra duty ___ *or* Duties done during contracted day ___
School Plays	_____	
Debate & Speech	1044	
Cheerleader Advisor	897	
Pep Club	328	
Concessions	1143	
Ticket Sales (hours/event)	_____	Per hour? ___ *or* Per event? X
Senior Class Advisor	_____	
Junior Class Advisor	316	
Band Director	1174	
Choir Director	1174	
Drill Team	_____	
FFA	9509	
FHA	766	
VICA	_____	
Driver's Education	13.50/hr	Years in position 4
Athletic Director **	2000	Extra duty X *or* Duties done during contracted day X
Football, Head Coach	2348	Years in position 25
Football, Asst. Coach	1520	
Volleyball, Head Coach	2498	
Girls' Basketball, Head Coach	2498	Years in position 6
Girls' Basketball, Asst. Coach	1746	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	2498	Years in position 6
Boys' Basketball, Asst. Coach	1746	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	391	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	1907	Years in position 15
Girls' Track, Asst. Coach	1069	
Boys' Track, Head Coach	1907	Years in position 15
Boys' Track, Asst. Coach	1161	
Track, Elementary	1068	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

* If a percentage of base salary, please indicate that percentage _____ %.

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CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		N/A
Chapter I Aides (per hr)		N/A
Special Ed Aides (per hr)		N/A

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		9.14	Years in position 4
Secretary (per hr)		7.25	Years in position 14
Maintenance Person (per hr)		12.3[illegible]	Years in position 16
Custodian (per hr)		6.25	Years in position 7
Assistant Custodian (per hr)			
Head Cook (per hr)		7.25	Years in position 3
Assistant Cooks (per hr)		6.25	
Dishwasher (per hr)			
Bus Driver (per hr)		11.32	Years in position 10

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	300	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	215	
Debate & Speech		
Cheerleader Advisor		
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director	700	
Choir Director	700	
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	995	Years in position 2
Athletic Director **	325	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach		Years in position
Girls' Basketball, Asst. Coach		
Girls' Baseball Coach		
Boys' Basketball, Head Coach		Years in position
Boys' Basketball, Asst. Coach		
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	515	Years in position 1
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	515	Years in position 1
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.50	6.20
Chapter I Aides (per hr)	5.50	6.20
Special Ed Aides (per hr)	5.50	9.61

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	11.06		Years in position 4
Secretary (per hr)	6.00		Years in position 0
Maintenance Person (per hr)	11.82		Years in position
Custodian (per hr)	7.45		Years in position 5
Assistant Custodian (per hr)	5.50		5
Head Cook (per hr)	8.36		Years in position
Assistant Cooks (per hr)	5.50		
Dishwasher (per hr)	6.20		
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	793	Extra duty or Duties done during contracted day
Newspaper Advisor	157	Extra duty or Duties done during contracted day
School Plays		
Debate & Speech		
Cheerleader Advisor		
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? or Per event?
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	2400	Extra duty or Duties done during contracted day
Football, Head Coach	2709	Years in position 1
Football, Asst. Coach	1274	
Volleyball, Head Coach	2109	
Girls' Basketball, Head Coach	2681	Years in position 1
Girls' Basketball, Asst. Coach	1431	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2681	Years in position 1
Boys' Basketball, Asst. Coach	1431	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1100	Years in position 5
Girls' Track, Asst. Coach	600	
Boys' Track, Head Coach	1100	Years in position 5
Boys' Track, Asst. Coach	600	
Track, Elementary	600	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

PLEVNA

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		8.05
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		12.05

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		14.25	Years in position 10 1/2
Secretary (per hr)		9.00	Years in position 9
Maintenance Person (per hr)			Years in position
Custodian (per hr)		10.50	Years in position 5
Assistant Custodian (per hr)		9.00	2
Head Cook (per hr)		9.50	Years in position 18
Assistant Cooks (per hr)		5.00	18
Dishwasher (per hr)			
Bus Driver (per hr)		11.65	Years in position 3 - 41

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	1000	Years in position 3
Librarian		Years in position
Annual / Yearbook Advisor	1340	Extra duty ✓ or Duties done during contracted day
Newspaper Advisor		Extra duty ✓ or Duties done during contracted day ✓
School Plays	770	
Debate & Speech		
Cheerleader Advisor	2300	
Pep Club		
Concessions	1150	
Ticket Sales (hours/event)	10	Per hour? ___ or Per event? ✓
Senior Class Advisor		
Junior Class Advisor	125	
Band Director	1150	
Choir Director		
Drill Team	1150	
FFA	1150	
FHA	1150	
VICA		
Driver's Education	73 —	Years in position 10
Athletic Director **	1000	Extra duty ✓ or Duties done dunng contracted day ✓
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	2110	Years in position 6
Girls' Basketball, Asst. Coach	1540	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2110	Years in position 4
Boys' Basketball, Asst. Coach	1540	
Boys' Baseball Coach		Years in position
Basketball Elementary	1150	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1340	Years in position 24
Girls' Track, Asst. Coach	770	
~~Boys' Track, Head Coach~~		Years in position
~~Boys' Track, Asst. Coach~~		
Track, Elementary	770	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

POWER

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	7.00	10.17
Chapter I Aides (per hr)	7.00	10.17
Special Ed Aides (per hr)	7.00	10.17

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		12.02	Years in position 8
Secretary (per hr)	7.50	8.75	Years in position 10
Maintenance Person (per hr)	7.50	13.11	Years in position 21
Custodian (per hr)			Years in position
Assistant Custodian (per hr)	5.94	6.15	
Head Cook (per hr)		9.84	Years in position 14
Assistant Cooks (per hr)		5.62	
Dishwasher (per hr)			
Bus Driver (per hr)	11.22	12.15	Years in position 26, 14, 6

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	315/Play	
Debate & Speech	1007	
Cheerleader Advisor	485/Season	Fall + Winter
Pep Club	836	
Concessions	942 + 10% of Net Profit	
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director	> 1539	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	12.03/hr	Years in position 5
Athletic Director **		Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	2,226	Years in position 12
Football, Asst. Coach	1,457	
Volleyball, Head Coach	2,017	
Girls' Basketball, Head Coach	1,807	Years in position 1
Girls' Basketball, Asst. Coach	1,337	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1852	Years in position 2
Boys' Basketball, Asst. Coach	1,337	
Boys' Baseball Coach		Years in position
Basketball Elementary	1,090	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach		Years in position Head Track 1337
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position Assistant 1113
Boys' Track, Asst. Coach		
Track, Elementary	1113	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

RAPELJE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		5.15
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		12.27	Years in position 21
Secretary (per hr)		9.08	Years in position 11
Maintenance Person (per hr)			Years in position
Custodian (per hr)		10.40	Years in position 4
Assistant Custodian (per hr)		10.25	
Head Cook (per hr)		9.25	Years in position 13
Assistant Cooks (per hr)		7.47	
Dishwasher (per hr)			
Bus Driver (per hr)		12.00	Years in position 1 to 25 years

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	1,496.00	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor	200.00	
Junior Class Advisor	250.00	
Band Director	841.50	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	12/hr	Years in position 13
Athletic Director **	1,870.00	Extra duty ___ *or* Duties done during contracted day x
Football, Head Coach	1,460.00	Years in position 2
Football, Asst. Coach	748.00	
Volleyball, Head Coach	1,752.00	
Girls' Basketball, Head Coach	2,044.00	Years in position 3
Girls' Basketball, Asst. Coach	1,262.25	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2,044.00	Years in position 3
Boys' Basketball, Asst. Coach	1,262.25	
Boys' Baseball Coach		Years in position
Basketball Elementary	467.50	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Boys & Girls' Track, Head Coach	1,752.00	Years in position 10
Boys & Girls' Track, Asst. Coach	748.00	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, ~~Elementary~~ Jr. High	420.75	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage 10 %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	9.10		Years in position 6
Secretary (per hr)	7.00		Years in position 1
Maintenance Person (per hr)	8.00		Years in position 1
Custodian (per hr)			Years in position
Assistant Custodian (per hr)	8.00		
Head Cook (per hr)	7.00		Years in position 2
Assistant Cooks (per hr)	6.50		
Dishwasher (per hr)			
Bus Driver (per hr)	7.00		Years in position 1

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher			Years in position
Librarian			Years in position
Annual / Yearbook Advisor	$540	3%	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor	$450	2.5%	Extra duty ___ *or* Duties done during contracted day ___
School Plays	540	3%	
Debate & Speech			
Cheerleader Advisor	990	5.5%	
Pep Club	630	3.5%	
Concessions			
Ticket Sales (hours/event)		12.50	Per hour? ___ *or* Per event? X
Senior Class Advisor	180	1%	
Junior Class Advisor			
Band Director	630	3%	
Choir Director			
Drill Team	360	2%	
FFA			
FHA			
VICA			
Driver's Education		$14/hr	Years in position 3
Athletic Director **	$1350	7½	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach			Years in position
Football, Asst. Coach	900	5%	
Volleyball, Head Coach	1620	9%	
Girls' Basketball, Head Coach	2070	11.5%	Years in position 5+
Girls' Basketball, Asst. Coach	1440	8%	
Girls' Baseball Coach			
Boys' Basketball, Head Coach	2070	11.5%	Years in position 5+
Boys' Basketball, Asst. Coach	1440	8%	
Boys' Baseball Coach			Years in position
Basketball Elementary	1260	7%	
Wrestling, Head Coach			Years in position
Wrestling, Asst. Coach			
~~Girls'~~ Track, Head Coach	1440	8%	Years in position 2
~~Girls'~~ Track, Asst. Coach	1080	6%	
~~Boys'~~ Track, Head Coach			Years in position
~~Boys'~~ Track, Asst. Coach			
Track, Elementary			
Girls' Softball, Head Coach			Years in position
Soccer, Head Coach			Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	8.50	8.50
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	6.50	6.50

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	12.15	12.15	Years in position 11
Secretary (per hr)	8.50	8.50	Years in position
Maintenance Person (per hr)			Years in position
Custodian (per hr)			Years in position
Assistant Custodian (per hr)			
Head Cook (per hr)			Years in position
Assistant Cooks (per hr)			
Dishwasher (per hr)	5.15	5.15	
Bus Driver (per hr)			Years in position

Contracted

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	—	Years in position
Librarian	2850.5	Years in position 17
Annual / Yearbook Advisor	no extra	Extra duty ___ or Duties done during contracted day ✓
Newspaper Advisor	—	Extra duty ___ or Duties done during contracted day ___
School Plays	473	
Debate & Speech	—	
Cheerleader Advisor	709	
Pep Club	—	w/cheer advisor
Concessions	—	
Ticket Sales (hours/event)	free	Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor/concessions		
Band Director	1000	
Choir Director	—	
Drill Team	—	
FFA	—	
FHA	—	
VICA	—	
Driver's Education	18.50	Years in position 15
Athletic Director **	2500.	Extra duty ___ or Duties done during contracted day ✓
Football, Head Coach	—	Years in position
Football, Asst. Coach	—	
Volleyball, Head Coach	—	
Girls' Basketball, Head Coach	1800	Years in position 10
Girls' Basketball, Asst. Coach	—	
Girls' Baseball Coach	—	
Boys' Basketball, Head Coach	1800	Years in position 1
Boys' Basketball, Asst. Coach	1050	
Boys' Baseball Coach	—	Years in position
Basketball Elementary	girls - 1250 - boys 1250 -	
Wrestling, Head Coach	—	Years in position
Wrestling, Asst. Coach	—	
Girls' Track, Head Coach		Years in position
[redacted] Track, Asst. Coach	900	
Boys' Track, Head Coach		Years in position
[redacted]' Track, Asst. Coach	900	
Track, Elementary	900	
Girls' Softball, Head Coach	—	Years in position
Soccer, Head Coach	—	Years in position

1400

1 head track coach 2 or 3 Asst. do H.S. boys + girls and elementary

Hd'k Track coach

* If a percentage of base salary, please indicate that percentage _____ %.

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CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.15	12.95
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	11.00	21.42	Years in position ___
Secretary (per hr)	5.51	15.86	Years in position ___
Maintenance Person (per hr)	8.37	13.95	Years in position ___
Custodian (per hr)	6.88	13.42	Years in position ___
Assistant Custodian (per hr)			
Head Cook (per hr)	7.01	12.63	Years in position ___
Assistant Cooks (per hr)	6.71	12.08	
Dishwasher (per hr)	6.42	11.56	
Bus Driver (per hr)	7.15	16.97	Years in position ___

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	___	Years in position ___
Librarian	___	Years in position ___
Annual / Yearbook Advisor	___	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor	___	Extra duty ___ *or* Duties done during contracted day ___
School Plays	___	
Debate & Speech	___	
Cheerleader Advisor	___	
Pep Club	___	
Concessions	___	
Ticket Sales (hours/event)	___	Per hour? ___ *or* Per event? ___
Senior Class Advisor	___	
Junior Class Advisor	___	
Band Director	___	
Choir Director	___	
Drill Team	___	
FFA	___	
FHA	___	
VICA	___	
Driver's Education	___	Years in position ___
Athletic Director **	___	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	___	Years in position ___
Football, Asst. Coach	___	
Volleyball, Head Coach	___	
Girls' Basketball, Head Coach	___	Years in position ___
Girls' Basketball, Asst. Coach	___	
Girls' Baseball Coach	___	
Boys' Basketball, Head Coach	___	Years in position ___
Boys' Basketball, Asst. Coach	___	
Boys' Baseball Coach	___	Years in position ___
Basketball Elementary	___	
Wrestling, Head Coach	___	Years in position ___
Wrestling, Asst. Coach	___	
Girls' Track, Head Coach	___	Years in position ___
Girls' Track, Asst. Coach	___	
Boys' Track, Head Coach	___	Years in position ___
Boys' Track, Asst. Coach	___	
Track, Elementary	___	
Girls' Softball, Head Coach	___	Years in position ___
Soccer, Head Coach	___	Years in position ___

* If a percentage of base salary, please indicate that percentage _____ %.

BEST COPY AVAILABLE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	5.50	6.00

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		9.25	Years in position 4
Secretary (per hr)		7.44	Years in position 8
Maintenance Person (per hr)		10.67	Years in position 12
Custodian (per hr)		8.18	Years in position 5
Assistant Custodian (per hr)			
Head Cook (per hr)		8.75	Years in position 5
Assistant Cooks (per hr)		6.50	
Dishwasher (per hr)			
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	800	Extra duty ___ or Duties done during contracted day X
Newspaper Advisor		Extra duty ___ or Duties done during contracted day X
School Plays	320	
Debate & Speech		
Cheerleader Advisor	1000	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor	640	
Band Director	1040	
Choir Director		
Drill Team		
FFA	800	
FHA	800	
VICA		
Driver's Education		Years in position
Athletic Director **	980	Extra duty X or Duties done during contracted day X
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1840	Years in position 1
Girls' Basketball, Asst. Coach		
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1840	Years in position 2
Boys' Basketball, Asst. Coach		
Boys' Baseball Coach		Years in position
Basketball Elementary	480	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach		Years in position
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	20,000/yr		Years in position 10
Secretary (per hr)	6.40		Years in position 4
Maintenance Person (per hr)			Years in position
Custodian (per hr)	9.90		Years in position 2
Assistant Custodian (per hr)			
Head Cook (per hr)	9.34		Years in position 15
Assistant Cooks (per hr)	7.76		
Dishwasher (per hr)			
Bus Driver (per hr)	10.15		Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	500	Extra duty X *or* Duties done during contracted day
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	200	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor	500	
Band Director	600	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	13.00/hr	Years in position
Athletic Director **	500	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1,800	Years in position 3
Girls' Basketball, Asst. Coach	600	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1,800	Years in position 3
Boys' Basketball, Asst. Coach	600	
Boys' Baseball Coach		Years in position
Basketball Elementary	900	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1,200	Years in position 3
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	600	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

RYEGATE

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		5.50
Chapter I Aides (per hr)		5.50
Special Ed Aides (per hr)		5.50

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		10.82	Years in position 5
Secretary (per hr)			Years in position
Maintenance Person (per hr)		7.82	Years in position 4
Custodian (per hr)			Years in position
Assistant Custodian (per hr)			
Head Cook (per hr)		7.63	Years in position 5
Assistant Cooks (per hr)		6.01	
Dishwasher (per hr)			
Bus Driver (per hr)		7.72	Years in position 2-10

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor		Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	477	
Debate & Speech		
Cheerleader Advisor	573	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor	477	
Band Director		
Choir Director		
Drill Team		
FFA	477	
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	1719	Extra duty ✓ *or* Duties done during contracted day ___
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1719	Years in position 1
Girls' Basketball, Asst. Coach	1337	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1719	Years in position 17
Boys' Basketball, Asst. Coach	1719	
Boys' Baseball Coach		Years in position
Basketball Elementary	1719	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1719	Years in position 1
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	1719	Years in position 17
Boys' Track, Asst. Coach		
Track, Elementary	1337	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage 100 %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.95	7.95
Chapter I Aides (per hr)	6.45	9.05
Special Ed Aides (per hr)	6.45	9.45

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	9.60	13.60	Years in position ____
Secretary (per hr)	7.60	10.60	Years in position ____
Maintenance Person (per hr)	10.50	14.50	Years in position ____
Custodian (per hr)	9.75	13.75	Years in position ____
Assistant Custodian (per hr)	6.25	9.25	
Head Cook (per hr)	7.75	10.75	Years in position ____
Assistant Cooks (per hr)	6.45	8.45	
Dishwasher (per hr)	—	—	
Bus Driver (per hr)	10.15	12.75	Years in position ____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

~~Supervising Teacher~~	____	Years in position ____
Librarian	32,140	Years in position 12
Annual / Yearbook Advisor	576	Extra duty ___ *or* Duties done during contracted day ✓
Newspaper Advisor	____	Extra duty ___ *or* Duties done during contracted day ___
School Plays	384	
Debate & Speech	1056	
Cheerleader Advisor	768	
Pep Club	____	
Concessions	384	
Ticket Sales (hours/event)	500	Per hour? ___ *or* Per event? ✓
Senior Class Advisor	____	
Junior Class Advisor	____	
Band Director	1152.00	
Choir Director	____	
Drill Team	____	
FFA	____	
FHA	384	
VICA	____	
Driver's Education	15/hr	Years in position 3
Athletic Director ** 10%	1920	Extra duty ___ *or* Duties done during contracted day ✓
Football, Head Coach	____	Years in position ____
Football, Asst. Coach	1334	
Volleyball, Head Coach	2112	
Girls' Basketball, Head Coach	2112	Years in position 2
Girls' Basketball, Asst. Coach	1728	
Girls' Baseball Coach	____	
Boys' Basketball, Head Coach	2112	Years in position 2
Boys' Basketball, Asst. Coach	1728	
Boys' Baseball Coach	____	Years in position ____
Basketball Elementary	384	
Wrestling, Head Coach	____	Years in position ____
Wrestling, Asst. Coach	____	
Girls' Track, Head Coach	1334	Years in position 0
Girls' Track, Asst. Coach	864	
Boys' Track, Head Coach	____	Years in position 0
Boys' Track, Asst. Coach	____	
Track, Elementary	____	
Girls' Softball, Head Coach	____	Years in position ____
Soccer, Head Coach	____	Years in position ____

* If a percentage of base salary, please indicate that percentage ____All are varying % ages____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.00	
Chapter I Aides (per hr)	6.00	
Special Ed Aides (per hr)	6.50	

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	14.63		Years in position 18
Secretary (per hr)	6.50		Years in position 5
Maintenance Person (per hr)	7.35		Years in position 21
Custodian (per hr)	7.20		Years in position 24
Assistant Custodian (per hr)	6.25		2
Head Cook (per hr)	8.55		Years in position 5
Assistant Cooks (per hr)	6.00		
Dishwasher (per hr)			
Bus Driver (per hr)	7.25		Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	NA	Years in position
Librarian	NA	Years in position
Annual / Yearbook Advisor	NA	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor	NA	Extra duty ___ or Duties done during contracted day ___
School Plays	390	
Debate & Speech	NA	
Cheerleader Advisor	780	
Pep Club	NA	
Concessions	502	
Ticket Sales (hours/event)	6.00	Per hour? X or Per event? ___
Senior Class Advisor	NA	
Junior Class Advisor	NA	
Band Director	$ 1872.	
Choir Director		
Drill Team	NA	
FFA	NA	
FHA	NA	
VICA	NA	
Driver's Education	14.50	Years in position 8
Athletic Director **	NA	Extra duty ___ or Duties done during contracted day ___
Football, Head Coach	1872	Years in position 2
Football, Asst. Coach	1092	
Volleyball, Head Coach	1872	
Girls' Basketball, Head Coach	2106	Years in position 2
Girls' Basketball, Asst. Coach	1170	
Girls' Baseball Coach	NA	
Boys' Basketball, Head Coach	2160	Years in position 1
Boys' Basketball, Asst. Coach	1170	
Boys' Baseball Coach	NA	Years in position
Basketball Elementary	936	
Wrestling, Head Coach	NA	Years in position
Wrestling, Asst. Coach	NA	
Girls' Track, Head Coach	1872	Years in position 1
Girls' Track, Asst. Coach	1170	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	1170	
Girls' Softball, Head Coach	NA	Years in position
Soccer, Head Coach	NA	Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	7.00	
Chapter I Aides (per hr)	7.00	
Special Ed Aides (per hr)	7.00	

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)			Years in position 16
Secretary (per hr)	7.28	10.40	Years in position 15
Maintenance Person (per hr)			Years in position
Custodian (per hr)	9.37	11.25	Years in position 8
Assistant Custodian (per hr)		8.32	
Head Cook (per hr)		10.62	Years in position 13
Assistant Cooks (per hr)		7.43	
Dishwasher (per hr)			
Bus Driver (per hr)	9.63	13.07	Years in position 21

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	807.88	Extra duty ✓ *or* Duties done during contracted day
Newspaper Advisor		Extra duty *or* Duties done during contracted day
School Plays		
Debate & Speech		
Cheerleader Advisor	605.91	
Pep Club	201.97	
Concessions		
Ticket Sales (hours/event)	5.00	Per hour? *or* Per event? ✓
Senior Class Advisor		
Junior Class Advisor	403.94	
Band Director		
Choir Director		
Drill Team		
FFA		
FHA	403.94	
VICA		
Driver's Education	13.04/hr	Years in position
Athletic Director **	2206	Extra duty *or* Duties done during contracted day ✓
Football, Head Coach	1817.73	Years in position 15
Football, Asst. Coach	1009.75	
Volleyball, Head Coach	1817.73	
Girls' Basketball, Head Coach	2019.70	Years in position 13
Girls' Basketball, Asst. Coach	1222.82	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2019.70	Years in position 5
Boys' Basketball, Asst. Coach	1222.82	
Boys' Baseball Coach		Years in position
Basketball Elementary	605.91	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach (Combined)	1615.76	Years in position 13
Girls' Track, Asst. Coach	969.46	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach	969.46	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.20	6.95
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	6.20	6.90

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		11.14	Years in position
Secretary (per hr)	7.70	TBD	Years in position
Maintenance Person (per hr)	8.10	9.10	Years in position
Custodian (per hr)	6.30	7.95	Years in position
Assistant Custodian (per hr)			
Head Cook (per hr)	8.10	8.90	Years in position
Assistant Cooks (per hr)	6.45	7.00	
Dishwasher (per hr)			
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	450	Extra duty ___ *or* Duties done during contracted day X
Newspaper Advisor	340	Extra duty ___ *or* Duties done during contracted day X
School Plays		
Debate & Speech	900	
Cheerleader Advisor		
Pep Club	1460	
Concessions	1010	
Ticket Sales (hours/event)	10%	Per hour? ___ *or* Per event? X
Senior Class Advisor		
Junior Class Advisor		
Band Director		
Choir Director		
Drill Team		
FFA	1335	
FHA		
VICA		
Driver's Education	13.00	Years in position
Athletic Director **	2300	Extra duty X *or* Duties done during contracted day ___
Football, Head Coach	1550	Years in position 2
Football, Asst. Coach	1100	
Volleyball, Head Coach	1550	
Girls' Basketball, Head Coach	1875	Years in position 7
Girls' Basketball, Asst. Coach	1210	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1875	Years in position 1
Boys' Basketball, Asst. Coach	1210	
Boys' Baseball Coach		Years in position
Basketball Elementary	JH 830 Elem 720	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1210	Years in position
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	1210	Years in position
Boys' Track, Asst. Coach		
Track, Elementary	650	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.30	
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	5.30	6.69

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr) salary	27,810.00		Years in position 5
Secretary (per hr)	7.23		Years in position 3
Maintenance Person (per hr)	14.63		Years in position 4
Custodian (per hr)	6.18	6.37	Years in position 2/3
Assistant Custodian (per hr)			
Head Cook (per hr)	8.50		Years in position 1
Assistant Cooks (per hr)	6.00		
Dishwasher (per hr)	5.30		
Bus Driver (per hr)	9.50		Years in position 1

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

~~Supervising Teacher~~	—	Years in position ___
Librarian	~~N/A~~	Years in position ___
Annual / Yearbook Advisor	7%	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	5%	
Debate & Speech		
Cheerleader Advisor	8%	
Pep Club		
Concessions	9%	
Ticket Sales (hours/event)	10.00	Per hour? ___ *or* Per event? ✓
Senior Class Advisor		
Junior Class Advisor	1%	
Band Director	12%	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	$16.00 hr.	Years in position 13
Athletic Director **	15%	Extra duty ✓ *or* Duties done during contracted day ✓
Football, Head Coach	9%	Years in position 15
Football, Asst. Coach	7%	
Volleyball, Head Coach	9%	
Girls' Basketball, Head Coach	9%	Years in position 3
Girls' Basketball, Asst. Coach	7%	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	9%	Years in position 1
Boys' Basketball, Asst. Coach	7%	
Boys' Baseball Coach		Years in position ___
Basketball Elementary	7%	
Wrestling, Head Coach	9%	Years in position 1
Wrestling, Asst. Coach		
Girls' Track, Head Coach	9%	Years in position 3
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position ___
Boys' Track, Asst. Coach		
Track, Elementary	7%	
Girls' Softball, Head Coach		Years in position ___
Soccer, Head Coach		Years in position ___

* If a percentage of base salary, please indicate that percentage 20,150.00 base salary %.

EXTRA-CURRICULAR ACTIVITIES

YEARS OF COACHING IN FIELD

	1st-3rd yr.	4th-6th yr.	7th & over
Head coach	7% of base	9% of base	12% of base
Band director	7%	9%	12%
Ass't.&/or J.H.	5%	6%	8%
Annual advisor	2 1/2%	3%	4%
Play director	3%	3%	3%
Pep club advisor	2 1/2%	3%	4%
Concessions	2 1/2%	3%	4%
FHA advisor	2 1/2%	3%	4%
BPA advisor	2 1/2%	3%	4%
Sr. class adv.	1%	1%	1%
Jr. class adv.	1 1/2%	1 1/2%	1 1/2%
Math meet	$50	$50	$50

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		8.26
Tit 6 ~~Chapter~~ I Aides (per hr)	6.45	6.81
Special Ed Aides (per hr)	7.26	7.80

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		12.65	Years in position 13
Secretary (per hr)	6.75	10.70	Years in position 16
Maintenance Person (per hr)		11.92	Years in position 10
Custodian (per hr)	10.25	11.65	Years in position 18
Assistant Custodian (per hr)			
Head Cook (per hr)		9.72	Years in position 12
Assistant Cooks (per hr)		7.80	
Dishwasher (per hr)			
Bus Driver (per hr)	9.45	12.41	Years in position 12

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	1799	Extra duty ✓ or Duties done during contracted day
Newspaper Advisor		Extra duty or Duties done during contracted day
School Plays		
Debate & Speech	1999	
Cheerleader Advisor	1600	
Pep Club		
Concessions	1599	
Ticket Sales (hours/event)	5.27	Per hour? ✓ or Per event?
Senior Class Advisor		
Junior Class Advisor		
Band Director	1799	
Choir Director		
Drill Team		
FFA		
~~FHA~~ FCCLA	1799	
VICA		
Driver's Education	1400	Years in position 5
Athletic Director **	2998	Extra duty ✓ or Duties done during contracted day
Football, Head Coach	2199	Years in position 1
Football, Asst. Coach	1399	
Volleyball, Head Coach	2199	
Girls' Basketball, Head Coach	2798	Years in position 1
Girls' Basketball, Asst. Coach	1899	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2798	Years in position 1
Boys' Basketball, Asst. Coach	1899	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Boys+ Girls' Track, Head Coach	1999	Years in position 12
Boys- Girls' Track, Asst. Coach	1399	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	600	
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage 15 %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.25	6.25
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	6.50	7.00

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		$10.50	Years in position 21
Secretary (per hr)	7.00	9.50	Years in position 14
Maintenance Person (per hr)	4.50	4.50	Years in position 21
Custodian (per hr)	6.25	7.25	Years in position 10
Assistant Custodian (per hr)	6.25	6.25	
Head Cook (per hr)		12.10	Years in position 25
Assistant Cooks (per hr)		4.50	
Dishwasher (per hr)		6.75	
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	4.5%	Extra duty ___ or Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ or Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	6%	
Pep Club		
Concessions	8%	
Ticket Sales (hours/event)		Per hour? 11.00 or Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director MUSIC	8.0%	
Choir Director		
Drill Team		
FFA		
FHA	3%	
VICA	3%	
Driver's Education		Years in position
Athletic Director **		Extra duty ___ or Duties done during contracted day ✓
Football, Head Coach	4%	Years in position 3
Football, Asst. Coach	7%	
Volleyball, Head Coach	8%	
Girls' Basketball, Head Coach	4%	Years in position 2
Girls' Basketball, Asst. Coach	7%	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	8.0%	Years in position 5+
Boys' Basketball, Asst. Coach	7.0%	
Boys' Baseball Coach		Years in position
Basketball Elementary	4%	
Wrestling, Head Coach	8%	Years in position 5+
Wrestling, Asst. Coach	7%	
Girls' Track, Head Coach	6%	Years in position
Girls' Track, Asst. Coach	5%	
Boys' Track, Head Coach	6%	Years in position 0
Boys' Track, Asst. Coach	5%	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.31	11.00
Chapter I Aides (per hr)	↓	↓
Special Ed Aides (per hr)	↓	↓

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	negotiated	12.00	Years in position less than 1
~~Secretary~~ Business Manager (per hr)	negotiated	12.50	Years in position 2
Maintenance Person (per hr)	7.31	15.50	Years in position 7
Custodian (per hr)	↓	↓	Years in position ____
Assistant Custodian (per hr)	7.31	13.00	
Head Cook (per hr)	9.00	13.25	Years in position 4
Assistant Cooks (per hr)	6.31	11.00	
Dishwasher (per hr)	5.56	9.25	
Bus Driver (per hr)	Contracted	____	Years in position ____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

percentage	Supervising Teacher	—	Years in position ____
	Librarian	—	Years in position ____
.035	Annual / Yearbook Advisor	726	Extra duty ✓ or Duties done during contracted day ___
	Newspaper Advisor	~~0~~	Extra duty ___ or Duties done during contracted day ✓
	School Plays	—	
	Debate & Speech	—	
	Cheerleader Advisor	—	
.055	Pep Club	1037	
	Concessions	~~0~~	
	Ticket Sales (hours/event)	$ 10	Per hour? ___ or Per event? ✓
	Senior Class Advisor	$ 200 (2)	
	Junior Class Advisor	$ 100 (per 4)	
.10	Band Director	2123	
.10	Choir Director		
	Drill Team	—	
	FFA	—	
	~~FHA~~ FCCLA	743	
	VICA	—	
	Driver's Education	____	Years in position ____
	Athletic Director **HS & JH	$ 5000	Extra duty ✓ or Duties done during contracted day ✓
.10	Football, Head Coach	1981	Years in position ____
.08	Football, Asst. Coach	1508	
.10	Volleyball, Head Coach	1981	
.10	Girls' Basketball, Head Coach	2266	Years in position ____
.08	Girls' Basketball, Asst. Coach	1736	
	Girls' Baseball Coach	—	
.10	Boys' Basketball, Head Coach	2171	Years in position ____
.08	Boys' Basketball, Asst. Coach	1508	
	Boys' Baseball Coach	—	Years in position ____
	Basketball Elementary	$ 400	
	Wrestling, Head Coach	—	Years in position ____
	Wrestling, Asst. Coach	—	
.10	Girls' Track, Head Coach	2028	Years in position ____
.08	Girls' Track, Asst. Coach	1584	
	Boys' Track, Head Coach	____	Years in position ____
	Boys' Track, Asst. Coach	____	
	Track, Elementary	1194	
	Girls' Softball, Head Coach	—	Years in position ____
	Soccer, Head Coach	—	Years in position ____

exclude 1 additional prep period for AD Duties

* If a percentage of base salary, please indicate that percentage given at left %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		7.30
Chapter I Aides (per hr)		7.30
Special Ed Aides (per hr)		7.30

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		12.75	Years in position 5
Secretary (per hr)		7.82	Years in position 3
Maintenance Person (per hr)		11.31	Years in position 7
Custodian (per hr)	7.25	~~7.81~~ 10.25	Years in position 22
Assistant Custodian (per hr)			
Head Cook (per hr)		13.20	Years in position 23
Assistant Cooks (per hr)		6.70	
Dishwasher (per hr)			
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	903	Extra duty ✓ *or* Duties done during contracted day
Newspaper Advisor		Extra duty *or* Duties done during contracted day
School Plays	19.07.00	
Debate & Speech	~~2008~~	
Cheerleader Advisor	2008	
Pep Club		
Concessions		
Ticket Sales (hours/event)	8.00	Per hour? *or* Per event? ✓
Senior Class Advisor	1706	
Junior Class Advisor	3212	
Band Director	4215	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	3000	Years in position
Athletic Director **		Extra duty *or* Duties done during contracted day ✓
Football, Head Coach	2007	Years in position 1
Football, Asst. Coach	1505	
Volleyball, Head Coach	2208	
Girls' Basketball, Head Coach	2810	Years in position 8
Girls' Basketball, Asst. Coach	1505	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2911	Years in position 10
Boys' Basketball, Asst. Coach	1706	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	3312	Years in position 13
Girls' Track, Asst. Coach	2308	
Boys' Track, Head Coach	3312	Years in position 13
Boys' Track, Asst. Coach	2308	
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

same 2 people

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	10.50		Years in position 1
Secretary (per hr)	7.00		Years in position 1
Maintenance Person (per hr)			Years in position
Custodian (per hr)	13.93		Years in position 16
Assistant Custodian (per hr)	10.60		
Head Cook (per hr)	9.03		Years in position 11
Assistant Cooks (per hr)	7.85		
Dishwasher (per hr)			
Bus Driver (per hr)			Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	600	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor	500	Extra duty ___ *or* Duties done during contracted day ___
School Plays	400	
Debate & Speech		
Cheerleader Advisor	1500	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor	200	
Junior Class Advisor	1000	
Band Director	2000	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	380	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1900	Years in position 3
Girls' Basketball, Asst. Coach	1050	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1900	Years in position 3
Boys' Basketball, Asst. Coach	1050	
Boys' Baseball Coach		Years in position
Basketball Elementary		
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1000	Years in position 5
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	1000	Years in position 3
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.00	9.02
Chapter I Aides (per hr)	6.00	9.02
Special Ed Aides (per hr)	6.00	9.02

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		12.96	Years in position 24
Secretary (per hr)	9.72	10.22	Years in position 26
Maintenance Person (per hr)	8.00	10.60	Years in position 4
Custodian (per hr)	6.79	9.42	Years in position 19
Assistant Custodian (per hr)	6.09		
Head Cook (per hr)	7.44	11.51	Years in position 30
Assistant Cooks (per hr)	6.23	7.40	
Dishwasher (per hr)	5.15	5.15	
Bus Driver (per hr)	7.50	9.30	Years in position 15

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	n/a	Years in position
Librarian	33,745.00	Years in position 17
Annual / Yearbook Advisor	n/a	Extra duty ___ *or* Duties done during contracted day x
Newspaper Advisor	n/a	Extra duty ___ *or* Duties done during contracted day x
School Plays	412.00	
Debate & Speech	1,316.00	
Cheerleader Advisor	1,598.00	
Pep Club	n/a	
Concessions	n/a	
Ticket Sales (hours/event)	10.00	Per hour? ___ *or* Per event? x
Senior Class Advisor	118.00	
Junior Class Advisor	118.00	
Band Director	1,293.00	
Choir Director	n/a	
Drill Team	n/a	
FFA	n/a	
FHA	329.00	
VICA	329.00	
Driver's Education	14.04	Years in position 5
Athletic Director **	2,186.00	Extra duty x *or* Duties done during contracted day x
Football, Head Coach	1,500.00	Years in position 4 Free w periods per day
Football, Asst. Coach	931.00	
Volleyball, Head Coach	1,363.00	
Girls' Basketball, Head Coach	2,383.00	Years in position 14
Girls' Basketball, Asst. Coach	1,066.00	
Girls' Baseball Coach	n/a	
Boys' Basketball, Head Coach	1,833.00	Years in position 5
Boys' Basketball, Asst. Coach	1,185.00	
Boys' Baseball Coach	n/a	Years in position
Basketball Elementary	483.00	
Wrestling, Head Coach	n/a	Years in position
Wrestling, Asst. Coach	n/a	
Girls' Track, Head Coach	737.00	Years in position 3
Girls' Track, Asst. Coach	n/a	
Boys' Track, Head Coach	948.00	Years in position 11
Boys' Track, Asst. Coach	n/a	
Track, Elementary	478.00	Junior High
Girls' Softball, Head Coach	n/a	Years in position
Soccer, Head Coach	n/A	Years in position

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* If a percentage of base salary, please indicate that percentage 0 %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		7.75
Chapter I Aides (per hr)		7.75
Special Ed Aides (per hr)		7.75

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	3	10.25	Years in position 12
Secretary (per hr)		8.75	Years in position 11
Maintenance Person (per hr)		10.25	Years in position 1
Custodian (per hr)		8.75	Years in position 6
Assistant Custodian (per hr)			
Head Cook (per hr)		8.75	Years in position 3
Assistant Cooks (per hr)		7.10	
Dishwasher (per hr)			
Bus Driver (per hr)		11.25	Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	1200	Years in position
Librarian		Years in position
Annual / Yearbook Advisor	411	Extra duty ___ or Duties done during contracted day X
Newspaper Advisor	294	Extra duty ___ or Duties done during contracted day X
School Plays	411	
Debate & Speech		
Cheerleader Advisor	686	
Pep Club	980	
Concessions		
Ticket Sales (hours/event)	5	Per hour? ___ or Per event? X
Senior Class Advisor	216	
Junior Class Advisor	216	
Band Director	980	
Choir Director	196	
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	1215	Years in position 20
Athletic Director **	1372	Extra duty X or Duties done during contracted day X
Football, Head Coach		Years in position 1
Football, Asst. Coach	1078	
Volleyball, Head Coach	1763	
Girls' Basketball, Head Coach	1959	Years in position 8
Girls' Basketball, Asst. Coach	1078	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1959	Years in position 5
Boys' Basketball, Asst. Coach	1078	
Boys' Baseball Coach		Years in position
Basketball Elementary	392	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1372	Years in position 5
Girls' Track, Asst. Coach	882	
Boys' Track, Head Coach		Years in position 7
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

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CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
all + same — Instructional Aides (per hr)	6.75	7.15
Chapter I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	$9.09	-	Years in position 1
2- Secretary (per hr)	9.58	$10.03 & 10.83	Years in position 18 + 29.5
3- same titles — Maintenance Person (per hr)	12.76	$13.21	Years in position 25
Custodian (per hr)	9.50	$9.95	Years in position 7.5 3
Assistant Custodian (per hr)	7.50	$7.95	
1 Head Cook (per hr)	7.20	$7.75	Years in position 2 1/2
1 Assistant Cooks (per hr)	6.30	$6.75	
1 Dishwasher (per hr)		6.45	
4 Bus Driver (per hr)		11.82 (avg)	Years in position 11 3/4 (avg)

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

% of Base — Supervising Teacher	-	Years in position
Librarian	-	Years in position
Annual / Yearbook Advisor 5%	950	Extra duty ✓ or Duties done during contracted day ✓ Both
Newspaper Advisor	-	Extra duty or Duties done during contracted day
School Plays 6%	1140	
Debate & Speech 3%	570	
Cheerleader Advisor 5%		
Pep Club		
Concessions	-	
Ticket Sales (hours/event)	$15	Per hour? or Per event? ✓ $10 if 3 gms $15 if 2 gms or less
Senior Class Advisor	-	
Junior Class Advisor	-	
Band Director } Music together 7%	1330	
Choir Director }		
Drill Team	-	
FFA	-	
FHA 3%	3%	
VICA	-	
Driver's Education	13.60/hr	Years in position 3
Athletic Director ** 12%	2280	Extra duty ✓ or Duties done during contracted day ✓ both
Football, Head Coach 9%	1710	Years in position 5
Football, Asst. Coach 6%	1140	
Volleyball, Head Coach 9%	1710	
Girls' Basketball, Head Coach 10%	1900	Years in position 3
Girls' Basketball, Asst. Coach 7%	1330	
Girls' Baseball Coach	-	
Boys' Basketball, Head Coach 10%	$1900	Years in position 4
Boys' Basketball, Asst. Coach 7%	1330	
Boys' Baseball Coach	-	Years in position
Basketball Elementary 4%	760	
Wrestling, Head Coach	-	Years in position
Wrestling, Asst. Coach	-	
Girls/Boys together — Girls' Track, Head Coach 7%	1330	Years in position 2
Girls' Track, Asst. Coach 5%	950	
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
with H.S. — Track, Elementary		
Girls' Softball, Head Coach	-	Years in position
Soccer, Head Coach	-	Years in position

* If a percentage of base salary, please indicate that percentage percentages %.

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listed w/ salary range From 12% AD -- 3% Sum. h

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	7.10	9.04

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	10.30		Years in position 9
Secretary (per hr)	6.97		Years in position 3
Maintenance Person (per hr)			Years in position ~~1~~
Custodian (per hr)	9.15		Years in position 4
Assistant Custodian (per hr)			
Head Cook (per hr)	9.76		Years in position 9
Assistant Cooks (per hr)	5.36	5.71	
Dishwasher (per hr)			
Bus Driver (per hr)	10.37		Years in position 5

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	339.30	Extra duty ___ *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	226.20	
Debate & Speech		
Cheerleader Advisor	412.09	
Pep Club		
Concessions		
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor		
Band Director	1017.91	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education		Years in position
Athletic Director **	618.14	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach	1470.31	Years in position 2
Football, Asst. Coach		
Volleyball, Head Coach	1470.31	
Girls' Basketball, Head Coach	1470.31	Years in position 1
Girls' Basketball, Asst. Coach		
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1470.31	Years in position 1
Boys' Basketball, Asst. Coach		
Boys' Baseball Coach		Years in position
Basketball Elementary	282.75	Boy OR Girl
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach H.S. Track	678.70	Years in position
Girls' Track, Asst. Coach		
Boys' Track, Head Coach		Years in position
Boys' Track, Asst. Coach		
Track, Elementary	282.75	E.L.
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.30	
Chapter I Aides (per hr)	~~6.05~~	
Special Ed Aides (per hr)	~~5.30~~	~~7.10~~

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	~~11.39~~		Years in position 42
Secretary (per hr)	~~8.00~~		Years in position 25
Maintenance Person (per hr)			Years in position
Custodian (per hr)	10.25		Years in position 14
Assistant Custodian (per hr)	7.00		
Head Cook (per hr)	8.20		Years in position ~~10~~
Assistant Cooks (per hr)	6.85		
Dishwasher (per hr)	5.25		
Bus Driver (per hr)	8.70		Years in position ~~7.32~~ based on 4 hrs. actual-approximately $10.00 to $16.00

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS*

Supervising Teacher		Years in position
Librarian		Years in position
Annual / Yearbook Advisor	560.00	Extra duty X *or* Duties done during contracted day
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays	500.00	
Debate & Speech		
Cheerleader Advisor		
Pep Club	360.00	
Concessions	560.00	
Ticket Sales (hours/event)		Per hour? ___ *or* Per event? ___
Senior Class Advisor		
Junior Class Advisor	140.00	
Band Director	1500.00	
Choir Director		
Drill Team	300.00	
FFA	660.00	
FHA	300.00	
VICA BPA	300.00	
Driver's Education	13/HR	Years in position 6
Athletic Director **	1240.00	Extra duty X *or* Duties done during contracted day X
Football, Head Coach	1914.00	Years in position 4
Football, Asst. Coach	1020.00	
Volleyball, Head Coach	1740.00	
Girls' Basketball, Head Coach	1980.00	Years in position 7
Girls' Basketball, Asst. Coach	1080.00	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	~~1800.00~~	Years in position ~~3~~
Boys' Basketball, Asst. Coach	1080.00	
Boys' Baseball Coach		Years in position
Basketball Elementary	400 to 750	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1265.00	Years in position 4
Girls' Track, Asst. Coach	550.00	
Boys' Track, Head Coach	350.00	Years in position
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* If a percentage of base salary, please indicate that percentage No %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	5.35	8.25
Chapter I Aides (per hr)		
Special Ed Aides (per hr)	5.35	5.75

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		7.35	Years in position 5
Secretary (per hr)		8.55	Years in position 18
Maintenance Person (per hr)		23400 40hr	Years in position 10+
Custodian (per hr)		5.60	Years in position 2
Assistant Custodian (per hr)			
Head Cook (per hr)		8.55	Years in position 10+
Assistant Cooks (per hr)		7.45	
Dishwasher (per hr)		5.75	
Bus Driver (per hr)		5.60	Years in position ____ Acting Bus

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position ____
Librarian		Years in position ____
Annual / Yearbook Advisor	1000	Extra duty X *or* Duties done during contracted day ___
Newspaper Advisor		Extra duty ___ *or* Duties done during contracted day ___
School Plays		
Debate & Speech		
Cheerleader Advisor	700	
Pep Club		
Concessions		
Ticket Sales (hours/event)	25 - 35	Per hour? ___ *or* Per event? X
Senior Class Advisor	300	
Junior Class Advisor	800	
Band Director	1600	
Choir Director		
Drill Team		
FFA		
FHA		
VICA		
Driver's Education	2900	Years in position ____
Athletic Director **	1200	Extra duty ___ *or* Duties done during contracted day ___
Football, Head Coach		Years in position ____
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	1700	Years in position 2
Girls' Basketball, Asst. Coach	1100	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	1700	Years in position 2
Boys' Basketball, Asst. Coach	900	
Boys' Baseball Coach		Years in position ____
Basketball Elementary	900 - 1500	
Wrestling, Head Coach		Years in position ____
Wrestling, Asst. Coach		
Girls' Track, Head Coach	1200	Years in position ____
Girls' Track, Asst. Coach	600	
Boys' Track, Head Coach		Years in position ____
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position ____
Soccer, Head Coach		Years in position ____

* If a percentage of base salary, please indicate that percentage _____ %.